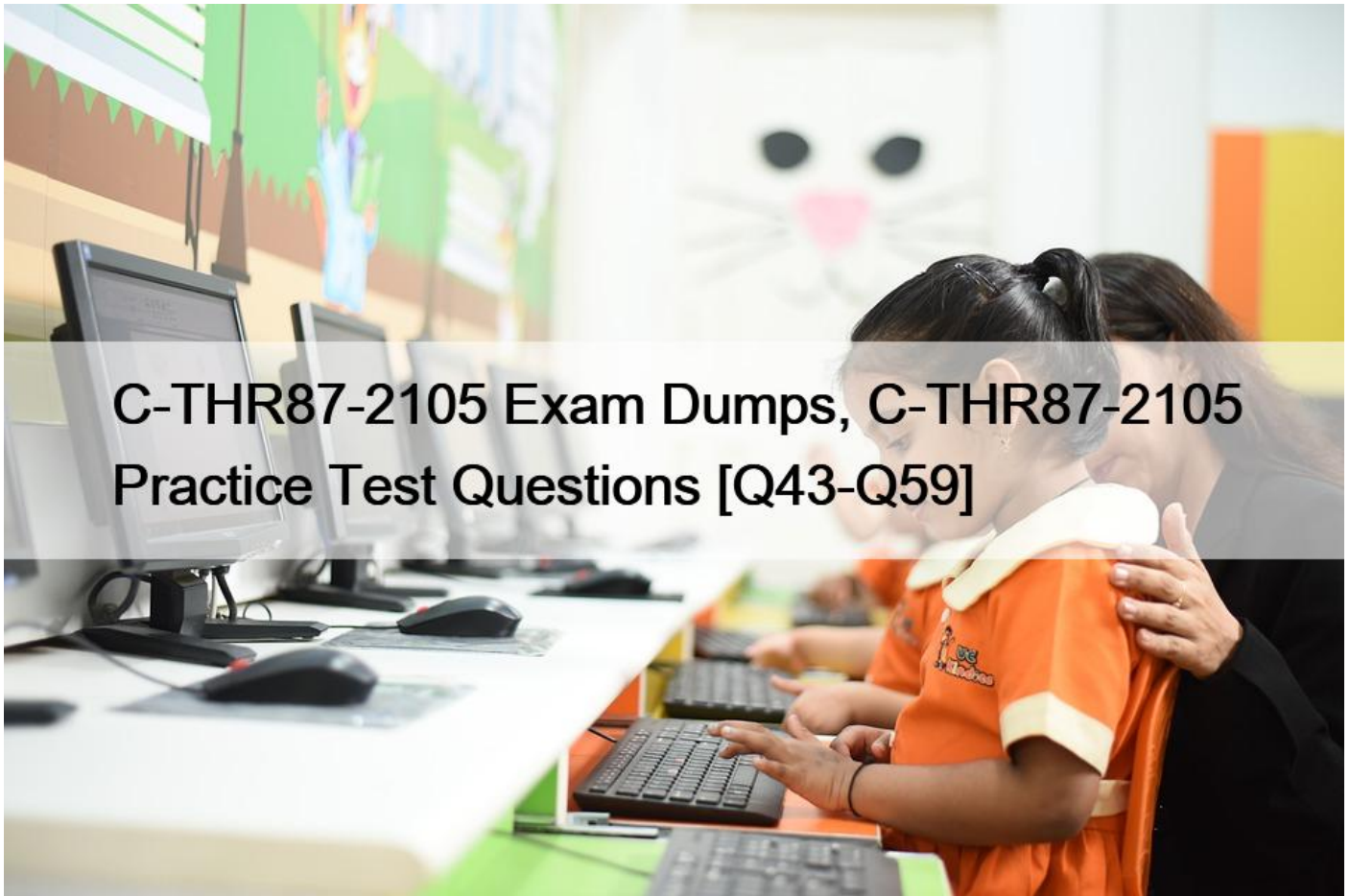# C-THR87-2105 Exam Dumps, C-THR87-2105 Practice Test Questions [Q43-Q59

C-THR87-2105 Exam Dumps, C-THR87-2105 Practice Test Questions

PDF (New 2022) Actual SAP C-THR87-2105 Exam Questions

NEW QUESTION 43

How are bonus plansassigned to employee assignments? There are 2 correct answers to this question.
* The bonus plan file includes start and end dates that correspond to each employee assignment dates
* Using the fields in employee history as look-up attributes in eligibility file
* Creating rule in eligibility file that corresponds to each bonus plan
* The bonus plan for each employee assignment is included in the employee history data file
* The eligibility file should contain the bonus plan name

NEW QUESTION 44

The employee history data fileimport process was completed but returned with errors. Given the image below, which column is causing the error message?
* The endDate column
* The salary column

* The basis column
* The tgtpct column

NEW QUESTION 45

Your customer has the following bonus plan eligibility requirements:

a. Hire date is on or before “8th Sept 2015”

b. Business unitis equal to “HR” or location is equal to “East” Which option can be used to fulfil this requirement? Please choose the correct answer.
* Use bonus plan data file import
* Use configure business rules
* Use compensation eligibility rules
* Use eligibility rule data file import

NEW QUESTION 46

What are the different payout function types? There are 3 correct answers to this question.
* Proration
* Indirect
* Direct
* Step
* Interpolation

NEW QUESTION 47

Which field changes in the employee history editor require a recalculation of the bonus payout to update ex Please choose thecorrect answer.
* Assignment Dates
* Payout percent
* User name
* Basis

NEW QUESTION 48

Eligibility file is linked to which import files? Please choose the correct answer.
* Employee history data file
* Business goals data file
* User data file
* Bonus plan data file

NEW QUESTION 49

In order to assign employees to a bonus plan, what relationships must be maintained? There are 2 correct answers to this question
* Assign the eligibility rule to a look up field in Eligibility data file
* Use a lookup field inthe user data file
* Assign the eligibility rule to a look up field in bonus plan data file
* Use a lookup field in the employee history data file

NEW QUESTION 50

Your customer uses Business Goals in a Variable Pay Program. All the necessary configuration is completed.

You have launched the Variable Pay worksheet and the observed Bonus Payout is calculated correctly but Business Goals do not appear in the worksheet.

With all necessary permissions given, which file do you need to check?

Please choose the correct answer
* Business Goals import file
* Business Goal XML file
* Variable Pay Program XML file
* Business Goal Weights import file

NEW QUESTION 51

Yourcustomer uses the non-assignment based rating (non-ABR) template. Which sections are used to add assignment-level custom fields?

There are 3 correct answers to this question
* Individual section
* Team section
* Employee history data section
* Entry level section
* Business section

NEW QUESTION 52

Given the image below, what hierarchy method is being used in the template? Please choose the correct answer.
* Compensation Manager hierarchy with inactive users
* Standard suite hierarchy
* Standard suite hierarchy with inactive users
* Compensation ManagerHierarchy

NEW QUESTION 53

When configuring goal gates, which options are valid to be used as GATEJ.EVEL? There are 3 correct answers to this question.
* Individual Section
* Team Section
* Individual Goals
* Team Goals
* Business Goals

NEW QUESTION 54

One example of a bonus calculation formula is base multiplied by individual performance What does Base indicates? Please choose the correct answer.
* Bonus Target amount
* Bonus payout percentage

* Bonus Actual Amount
* Bonus section weight

NEW QUESTION 55

Basedon the Eligibility rule in the following screenshot, which employees are eligible for bonus plan B1?

Please choose the correct answer.
* All employees from division D1 with department T1 AND all employees from division D2 with job role J1
* All employees from division D1 OR D2 OR department T1 OR with job role J1
* All employees from division D1 OR D2 with department T1 AND job role J1.
* All employees from division D1 AND D2 with department T1 OR job role J1

NEW QUESTION 56

In which file do you specify the relationship between bonus plan and business goals? Please choose the correct answer.
* Business goal weights file
* Bonus Plan data file
* Business goals data file
* Business goal template

NEW QUESTION 57

How arebusiness goals cascaded to employees? Please choose the correct answer.
* Business goal uses fields from Employee History file as look-up attributes
* Business goals come from Performance Management forms
* Eligibility file contains the look-up attributes to cascade goals to employees
* Bonus Plan defines which goals are assigned to bonus plan

NEW QUESTION 58

This file defines the display order of business goals on the form. Please choose the correct answer.
* Bonus Plan
* Goal weights file
* Employee History Data
* Business Goals file

NEW QUESTION 59

Which column in the Eligibility file is used to connect to Bonus Plans?Please choose the correct answer.
* Rule Id column
* Value column
* Eligibility only connects to business goals
* Field column

SAP C-THR87-2105 Exam Syllabus Topics:

TopicDetailsTopic 1- configure varpay goal plan template, and create the business goals and weights files- Define the relationship between the background element and employee history data fileTopic 2- Configure Variable Pay background element and Employee History data file- Enable compensation eligibility for variable pay programTopic 3- Define the different bonus calculation methods and Assignment-based rating- configure column designer and define assignment level custom fields

Updated May-2022 Pass C-THR87-2105 Exam - Real Practice Test Questions:

https://www.braindumpsit.com/C-THR87-2105_real-exam.html]