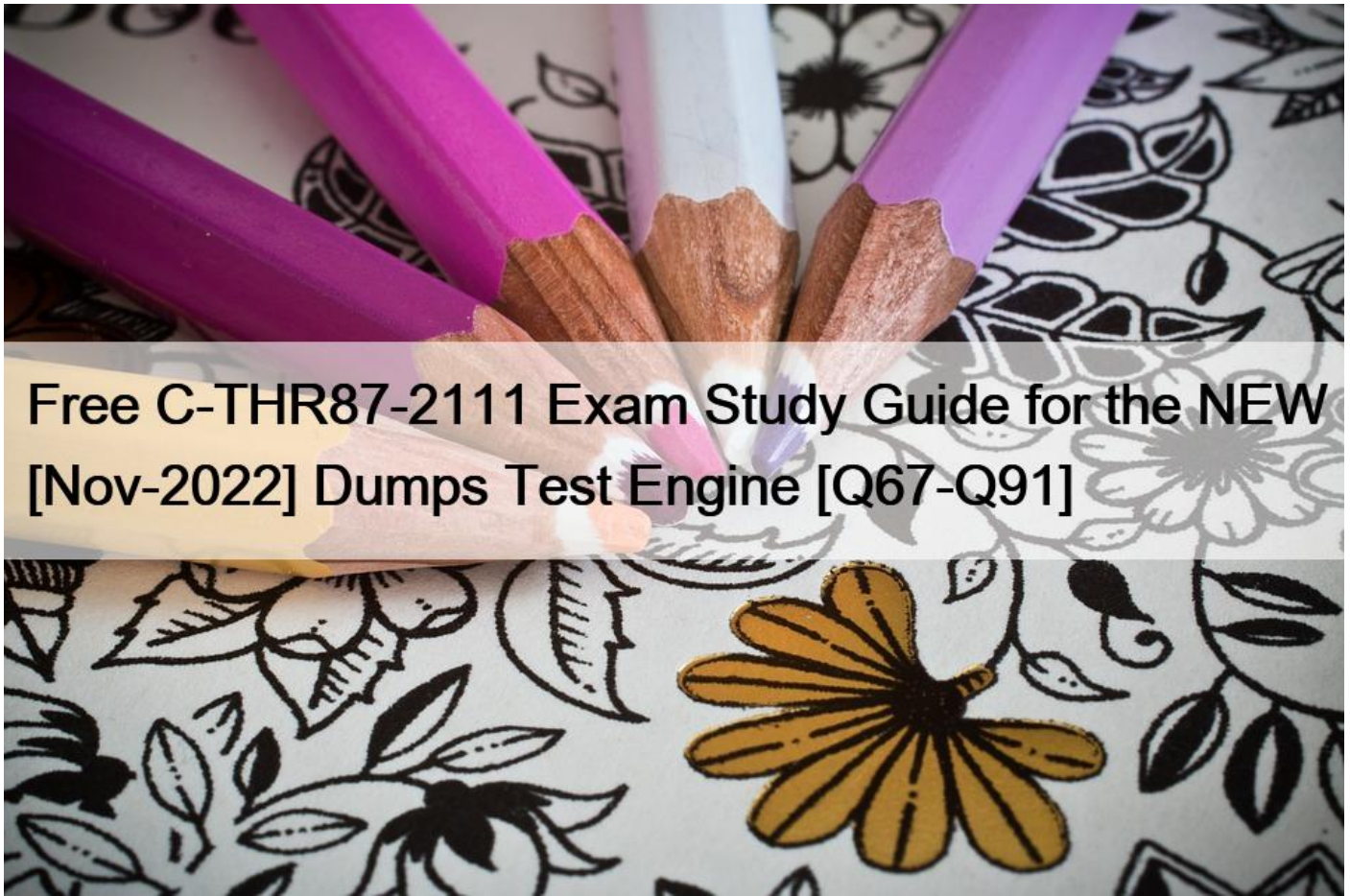# Free C-THR87-2111 Exam Study Guide for the NEW [Nov-2022 Dumps Test Engine [Q67-Q91

Free C-THR87-2111 Exam Study Guide for the NEW [Nov-2022 Dumps Test Engine C-THR87-2111 PDF Dumps Extremely Quick Way Of Preparation

SAP C-THR87-2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Create basis using custom formula and add field to the background element- Explain the difference between additive and multiplicative formulasTopic 2- Describe how variable pay assigns bonus plans to eligible employees- create guidelines and budget; enumerate reasons for multiple variable pay programsTopic 3- Define scope and different integration projects involving Employee Central- Define the relationship between the background element and employee history data fileTopic 4- Enable compensation eligibility for variable pay program- Define the different bonus calculation methods and Assignment-based rating

QUESTION 67

This compensation hierarchy designates all managers to be compensation planners. Please choose the correct answer.

* Rollup Hierarchy

*   Standard Suite Hierarchy
*   Second Manager Hierarchy

QUESTION 68

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

*   The fields use a lookup table to derive the data based on conditional logic and are read-only.
*   The fields use a custom calculation and are read-only.
*   The fields are mapped to import keys uploaded within the UDF and are read-only.
*   The fields are mapped to import keys uploaded within the UDF and are editable.

QUESTION 69

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

QUESTION 70

What information does the override report provide?

Please choose the correct answer

*   Employees who have an amount entered which varies from the default guideline amount
*   Employees who have an amount entered in the field total Final Payout
*   Employees who have the section percent values modified from the default
*   Identify employees whowere moved based on the advanced setting of “Do not override manually updated employees”

QUESTION 71

What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?

*   Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.
*   Additive formulas use section weights, whereas multiplicative formulas use payout percent.
*   Additive formulas use payout percent, whereas multiplicative formulas use section weights.

QUESTION 72

This permissionallows users access to a Variable Pay form, even if they are not part of the routemap. Please choose the correct answer.

*   Compensation Management Permission
*   Manage Compensation Plan Template
*   Configure Program permission
*   Executive Review Permission

QUESTION 73

According to the translation workbook, you need to translate all labels of fields. Which tools can you use?

There are 2 correct answers to this question.
* Company settings
* Variable pay programXML template
* Column Designer
* Manage plan details

QUESTION 74

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?
* Plan name
* Plan ID
* Plan number format
* Plan type

QUESTION 75

How do you ensure that a planner enters an amount within specific range?

Please choose the correct answer.

Response:
* Create gates using performanceMin and performanceMax
* Enter values in the minimum / maximum columns on the businessgoals file
* Configure minimum / maximum guidelines in the plan set up.
* Configure the min / max in the <comp-guideline-pattern> in the XML

QUESTION 76

Your customer uses role-based permissions. The Variable pay administrator imports the Employee History Data which contains the assignment history for all employees Which data is uploaded?
* Data for all employees, when the option “Delete all existing records prior to importing new data” is checked.
* Data for employees who are in the admin’s Target population.
* Data for employees who are in the admin’s Dynamic group
* Data for all employees,when the option “Import file contains assignment history for all employees” is checked

QUESTION 77

What information is entered in the varPayProgramName column of the employee history data file? Please choose the correct answer.
* The background type ID
* The variable pay objective plan id
* The background elementname
* The plan template name

QUESTION 78

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

QUESTION 79

How is goal payout determined when using the direct payout function type?
* Direct payout percentage will override normal performance payout calculation.
* The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.
* The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
* The lower amount between the direct payout percentage and the estimated target payout calculation will be used.

QUESTION 80

What is included in the Bonus Payout Details report? Note: There are 3 correct answers to this question.
* Total pay items for each employee
* Bonus calculation for each employee
* Eligibility criteria for each employee
* Multiple rows of payout for each employee
* Payout guidelines for each employee

QUESTION 81

Which budget types can you set up in variable pay? There are 3 correct answers to this question.
* Results budget
* Target budget
* Allocated budget
* Forecast Budget
* Modellingbudget

QUESTION 82

Which Variable Pay report shows employees that have less than the full plan year of eligibility?
* Employee History Overlaps report
* Employee History Gaps report
* Employee History report
* Bonus Payout Details report

QUESTION 83

Which variable pay feature ensures that the minimum level of funding is achieved before there is a final payout?

Please choose the correct answer.
* Performance minimum
* Team guidelines
* Individual guidelines
* Business goal gates

QUESTION 84

Where do you set the display order of the business goals? Please choose the correct answer.
* Weights and Mappings Data file
* Business goals data file
* Bonus plan data file
* Business goals in Manage plan details

QUESTION 85

How can you create worksheets where employees have planners outside their line manager hierarchy?
* Use the custom manager option for assigning employees in the user data file and in the route map.
* Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.
* Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
* Assign the employees to matrix managers and use matrix managers in the route map.

QUESTION 86

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale.

How should you handle this situation? Note: There are 2 correct answers to this question.
* Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.
* Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.
* Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.
* Create a specific performance form template for the German employees and have the customer load their ratings into it.

QUESTION 87

What must be considered for custom basis formulas? There are 2 correct answers to this question.
* The custom formula must use fields from the employee history file
* The basis field(Field type ffldl) must be used to define the customformula.
* The custom formula must use fields from the user data file
* Fields to be used in the custom formula must be defined as ffld or ifld fields

QUESTION 88

Where do you define the payout function type?
* Business Goal Weights
* Business Goals
* Bonus Plan
* Background Element

QUESTION 89

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.
* Imported from bonus plan
* Imported from goal management

* Imported from employee history
* Imported from user data file

QUESTION 90

How does the variable pay form determine the default compensation number format? Please choose the correct answer
* Based on the format assigned to the field
* Based on the planner’s imported default locale
* Based on the number format rules
* Based on the employee’s importeddefault locale

QUESTION 91

You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?
* The last record is considered when the employee’s bonus payout is calculated and the bonus is increased by 3X the target.
* Each record is considered when the employee’s bonus payout is calculated and the bonus is prorated based on the dates of each record.
* The first record is considered when the employee’s bonus payout is calculated and the bonus is increased by 3X the target.
* Each record is considered when the employee’s bonus payout is calculated and the bonus is increased by 3X the target.

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