

## Jun-2022 SAP C\_THR87\_2111 Certification Real 2022 Mock Exam [Q29-Q51]



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C\_THR87\_2111 Exam Questions and Valid PMP Dumps PDF

### NEW QUESTION 29

If a route map is changed after worksheets have already been launched, the changes will: Please choose the correct answer.

- \* be reflected on in-progress forms,
- \* delete allforms.
- \* create new forms.
- \* not make any impact on in-progress forms.

### NEW QUESTION 30

Which of the following Variable Pay scenarios can you use in feature allows you to configure more than 5 predetermined points of min, I for?

There are 2 correct answers to this question.

- \* Check for formula configuration

- \* Check for inactive planners
- \* Check employees assignment gap
- \* Check to see if employees are assigned to correct bonus plans

### NEW QUESTION 31

How would you assign the same business goal to all employees in a non-EC integrated plan?

- \* Use the correct performance management form template.
- \* Use the user ID of each employee in the business goals file.
- \* Use the Manage Employee grouping.
- \* Use a common field value for all employees in the employee history file.

### NEW QUESTION 32

Which field in the Bonus Plan is required to connect to Business Goal Weights file? Please choose the correct answer.

- \* Bonus Caps column
- \* Business Weight column
- \* Individual or Team weight column
- \* Bonus Plan name column

### NEW QUESTION 33

Which feature allows employees to view their individual bonus results even if variable pay forms are still in-progress?

- \* Live profile visibility
- \* Individual preview
- \* Bonus forecast
- \* Compensation profile

### NEW QUESTION 34

What are the different payout function types? There are 3 correct answers to this question.

- \* Proration
- \* Indirect
- \* Direct
- \* Step
- \* Interpolation

### NEW QUESTION 35

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- \* Integer fields
- \* Float fields
- \* Boolean fields
- \* Text fields
- \* Percentage fields

### NEW QUESTION 36

From where can you pull fields to assign business goals to employees through the business goals import file?

- \* Summary level custom reportable fields

- \* Bonus plan weights
- \* Summary level standard fields
- \* Employee history fields

### NEW QUESTION 37

This file defines the section weight used for calculating incentive payments. Please choose the correct answer.

- \* Business Goals
- \* Business Goal weights
- \* Bonus Plan
- \* Employee History Data File

### NEW QUESTION 38

Which use case requires a custom reward statement? Please choose the correct answer.

- \* Customer would like to combine information from two variable pay programs in one reward statement
- \* Customer would like to combine information from compensation plan and variable pay program in one reward statement
- \* Customer would like to include multiple sections on the reward statement
- \* Customer would like to include multiple logos on the reward statement.

### NEW QUESTION 39

Which field can be updated using only the bonus plan import file?

Please choose the correct answer.

- \* Associate Type
- \* Eligibility Rule
- \* Cap Percent
- \* Pool Identifier

### NEW QUESTION 40

Your client wants to change the label on a field in the Assignment Details level of their worksheet.

Where could you make the change? Note: There are 2 correct answers to this question.

- \* Column Designer, Entry Level fields
- \* Column Designer, Assignment Level fields
- \* Custom Views
- \* Employee History background element

### NEW QUESTION 41

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 42

Customer variable pay program dates are January 1 to December 31, 2014. Given the screenshot below, what are proration and prorated target amount? Please choose the correct answer.

- \* 25% and 6000 respectively
- \* 25% and 2000 respectively
- \* 75% and 6000 respectively
- \* 75% and 2000 respectively

#### NEW QUESTION 43

What task can you complete in Configure Label Names and Visibility?

- \* Change field groups.
- \* Relabel employee history fields.
- \* Create custom fields.
- \* Deactivate form sections.

#### NEW QUESTION 44

An employee appears on a variable pay form with greyed out data. Why does this occur? There are 2 correct answers to this question.

- \* PM forms for the employee are missing.
- \* The status of the employee is `&#8220;inactive&#8221;`.
- \* The employee was excluded, according to the Manage Form eligibility rule.
- \* The employee is missing in the Employee History data file.

#### NEW QUESTION 45

Your Customer wants to use its business units to assign goal achievements. To set up this requirement, what do you need to do? Please choose the correct answer.

- \* Import data via User Data File(UDF)
- \* Define business units field as department in succession data model XML
- \* Define business units field in the variable pay background element XML
- \* Import data via Employee History data file

#### NEW QUESTION 46

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

#### NEW QUESTION 47

You enabled the Decentralized Administration function. Which object must be manually modified to include the

`&#8220;Administrator_Group&#8221;`?

Please choose the correct answer

- \* Weights and mappings

- \* Bonus Plan
- \* Eligibility Rules
- \* Goal Plan

#### **NEW QUESTION 48**

Which object uses instance synchronization feature? Please choose the correct answer.

- \* Variable pay Program template
- \* Currency conversion table
- \* Lookup table
- \* Variable pay statement template

#### **NEW QUESTION 49**

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?

- \* Variable Pay XML template
- \* Column Designer
- \* Configure Label Names and Visibility
- \* Succession data model

#### **NEW QUESTION 50**

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.

#### **NEW QUESTION 51**

In which customer scenario do you need to create more than one bonus plan in the same program?

- \* The customer has multiple plan period date ranges.
- \* The customer is using multiple bonus calculation formulas.
- \* The customer has multiple route maps.
- \* The customer has multiple sets of business goals.

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