[Dec 25, 2022 Genuine C-THR87-2205 Exam Dumps New 2022 SAP Pratice Exam [Q20-Q43

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C-THR87-2205 Exam Certification Details:
Duration:180 minsLevel:AssociateCut Score:60%Exam:80 questions

QUESTION 20

A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

* 1
* 4

* 2
* 3

QUESTION 21

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?
* One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
* One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
* Four variable pay templates, with the bonus start and end dates aligned with the customer’s dates and employee history to match
* Four variable pay templates, with the bonus start and end dates aligned with “traditional” quarter dates and custom columns in the employee history to display the customer’s dates

QUESTION 22

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.
* Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
* Only employees in bonus plans “Executive”, “Manager” or “Employee” are eligible to receive a bonus.
* Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
* Only Permanent full-time employees are eligible to receive a bonus.

QUESTION 23

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?
* directPayout
* payoutPercentTarget
* payoutFunctionType
* notes

QUESTION 24

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses

$50,000, employees get 50% of their target payout. If the company loses $100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?
* Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
* Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100
* Use the Direct Payout function type and load 100,000 as achievement.
* Use the Direct Payout function type and load 40,000 as achievement.

QUESTION 25

The bonuses of all employees at your client are determined by the following results: 30% Corporate Performance. 30% Country Performance. 40% Individual Achievement. All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee’s country. The Individual Achievement comes from a linked performance form’s overall result. How would this be configured? Note: There are 2 correct answers to this question.

* Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%
* Additive plan with two Business Goal sections. Corporate Performance in one Business Goal section, weighted at 30%. Country Performance in other section, weighted at 30%. Individual section weighted at 40%
* Additive plan with one Business Goal section. The Business Goal section is weighted 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
* Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%

QUESTION 26

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 27

What is the relationship between goal weights and bonus plans?
* All bonus plans must have equally weighted business goals.
* Business goal weights must be created first, before bonus plans are created.
* Goals are uniquely weighted based on the bonus plan they are assigned to.
* Goal weights are required to equal 100% for each bonus plan.

QUESTION 28

Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.
* Division
* Rating
* Job level
* Country
* Pay grade

QUESTION 29

When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.
* Performance management template name
* EC field mapping
* Effective date
* Rating type

QUESTION 30

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as “overlap”?
* PM form start date >= Assignment end date. Assignment start date <= PM form start date
* PM form start date <= Assignment start date. Assignment start date >= PM form end date
* PM form start date <= Assignment end date. Assignment start date <= PM form end date
* PM form start date <= Assignment start date. PM form end date <= Assignment end date

QUESTION 31

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 32

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.
* Use Bonus Plan Eligibility.
* Include inactive employees.
* Use Manager Form Eligibility.
* Enable global eligibility rule.
* Configure multiple rules by EC entity for the program.

QUESTION 33

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: “Corporate Results”. US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is “Country Results”, where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?
* 1
* 3
* 4
* 2

QUESTION 34

Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary * bonus target) * company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis * 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.
* Two variable pay programs: one using Base * Business Performance and using Base * (Business Performance + Individual Performance). The additive plan uses one business goal section weighted at 50%
* One variable pay program that uses Base * (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.

* One variable pay program using Base * Business Performance * Individual Performance. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
* One variable pay program that uses Base * (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual

QUESTION 35

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.
* Business goals data file
* Bonus plan data file
* User data file
* Employee history data file

QUESTION 36

Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.
* dfid1
* ifid1
* vfid5
* ffid1

QUESTION 37

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 38

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

Effective Date	Department	Job Title	Bonus Plan
June 15, 2019	Sales	Sales Associate	SALES
Jan 23, 2020	Sales	Sales Advisor	SALES
April 1, 2020	Marketing	Marketing Assistant	MKT
November 23, 2020	Marketing	Marketing Manager	MANAGER

* Marketing Assistant
* Marketing Manager
* Sales Advisor
* Sales Associate

QUESTION 39

Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

* There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.

* There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.

* There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.

* There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.

QUESTION 40

Your client has a performance process where employees can enter goals. The individual part of the employee's bonus is based on the performance against these goals – but not all of them. When going through the goal setting process, the employee and their manager will discuss whether or not a goal is "bonus relevant" – that is, the employee's attainment against that goal affects their bonus at the end of the year. What is the best way to set this up without administrative intervention?

* Relevant goal performance is imported into each employee's Assignment History.

* Goals that are relevant to the employee's bonus need to have a different type, set when creating the goal.

* Goals that are relevant to the employee's bonus need to be in a separate section in the performance form.

* Goals that are relevant to the employee's bonus need to be exported from Goal Management and imported into Business Goals.

QUESTION 41

What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.
* It helps render the worksheet faster when there are more than 1,000 guideline formulas.
* It changes the guidelines so they are updated on the form immediately.
* It requires relaunching the form when guidelines are changed during mid-cycle.
* It locks the guideline rule settings so they are un-editable after form launch.

QUESTION 42

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 43

What formula do you use to suppress statements?
* if(finalPayout=0,"FALSE","TRUE")
* if(finalPayout=0,"Valid","Invalid")
* if(finalPayout=0," ")
* if(finalPayout=0, "Yes", "No")

SAP C-THR87-2205 Certification Exam Topics:

Topic AreasTopic Details, Courses, Books**Integration Scenarios 8% - 12%**Define scope and different integration projects involving Employee Central; integrate a Variable Pay plan.   THR80 (SUCCESSFACTORS HCM SUITE)   THR87 (SUCCESSFACTORS HCM SUITE)   - Variable Pay Implement Guide **Eligibility 8% - 12%**Describe how variable pay assigns bonus plans to eligible employees, add MDF and Legacy eligibility, and enable compensation eligibility for variable pay program. THR80 (SUCCESSFACTORS HCM SUITE)   THR87 (SUCCESSFACTORS HCM SUITE)   - Variable Pay Implement Guide **Variable Pay Program Settings > 12%**Describe the supported hierarchy methods, goal gates and accelerators, flexible payout curve, how proration works, and implication of decentralized administration to variable pay; create guidelines and budget; enumerate reasons for multiple variable pay programs and for multiple bonus plans.   THR80 (SUCCESSFACTORS HCM SUITE)   THR87 (SUCCESSFACTORS HCM SUITE)   - Variable Pay Implement Guide **Variable Pay Form 8% - 12%**Describe the different form sections; configure label names and visibility; add number format rule; configure column designer and define assignment level custom fields.   THR80 (SUCCESSFACTORS HCM SUITE)   THR87 (SUCCESSFACTORS HCM SUITE)   -   Variable Pay Implement Guide **Bonus Plans < 8%**Define and create a bonus plan.   THR80 (SUCCESSFACTORS HCM SUITE)   THR87 (SUCCESSFACTORS HCM SUITE)   - Variable Pay Implement Guide

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