

# CERTPARK



## QUESTION & ANSWER



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**Exam** : **C\_THR87\_2105**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors Variable  
Pay H3/2021

**Version** : DEMO

1.This feature allows managers and employees to see an individual employee view of the Variable Pay bonus plan Please choose the correct answer.

- A. Role-Based permission
- B. Configure label names and visibility
- C. Field-Based permission
- D. Live profile visibility

**Answer: D**

2.Which variable pay report will generate multiple rows per employee, showing calculated payout for every business goal an employee has within a bonus plan? Please choose the correct answer.

- A. Business goal performance
- B. Individual preview
- C. Bonus payout
- D. Bonus payout details

**Answer: D**

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

- A. Team section
- B. Individual section
- C. Business section
- D. Employee history data section
- E. Entry level section

**Answer: A,B,C**

4.Your customer has the following bonus plan eligibility requirements:

- a. Hire date is on or before "8th Sept 2015"
- b. Business units equal to "HR" or location is equal to "East"

Which option can be used to fulfil this requirement? Please choose the correct answer.

- A. Use bonus plan data file import
- B. Use configure business rules
- C. Use compensation eligibility rules
- D. Use eligibility rule data file import

**Answer: D**

5.Which feature allows you to configure more than 5 predetermined points of min, low target, high, max for goal performance? There are 2 correct answers to this question

- A. Goal accelerators
- B. Flexible payout curves
- C. Goal Gates
- D. Multiple Business goal sections

**Answer: A,C**