

# CERTPARK



## QUESTION & ANSWER



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**Exam** : **C\_THR87\_2111**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors Variable  
Pay 2H/2021

**Version** : DEMO

1.What does a point-in-time calculation mean? Please choose the correct answer.

- A. Employee assignment will not be pro-rated
- B. Target amount is based on effective date of each assignment
- C. Target amount is based on a fixed date
- D. Goal payout will not be pro-rated

**Answer: B**

2.To create a bonus plan, which fields of the Bonus Plan file are required? There are 2 correct answers to this question.

- A. BONUSPLAN
- B. ELIGIBILITY\_RULE
- C. BUSINESS\_GOALS\_NAME
- D. BUSINESS\_GOALS\_ORDER

**Answer: A,B**

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

- A. Rollup Hierarchy
- B. Standard Suite Hierarchy
- C. Second Manager Hierarchy

**Answer: B**

4.How can you use one reward statement to display incentive data from multiple variable pay plans? Please choose the correct answer.

- A. This is currently not supported
- B. This will require custom reward statement, and need to contact Customer Success
- C. Use a Combine Statement template to add multiple plans
- D. Use one Statement template and create multiple Variable Pay reward statements

**Answer: C**

5.Why would you need to use multiple bonus plans? There are 3 correct answers to this question.

- A. Different Bonus plan caps
- B. Different Business Goals weights
- C. Different set of business goals
- D. Different Bonus eligibility rules
- E. Different Bonus Achievement calculations

**Answer: A,B,C**