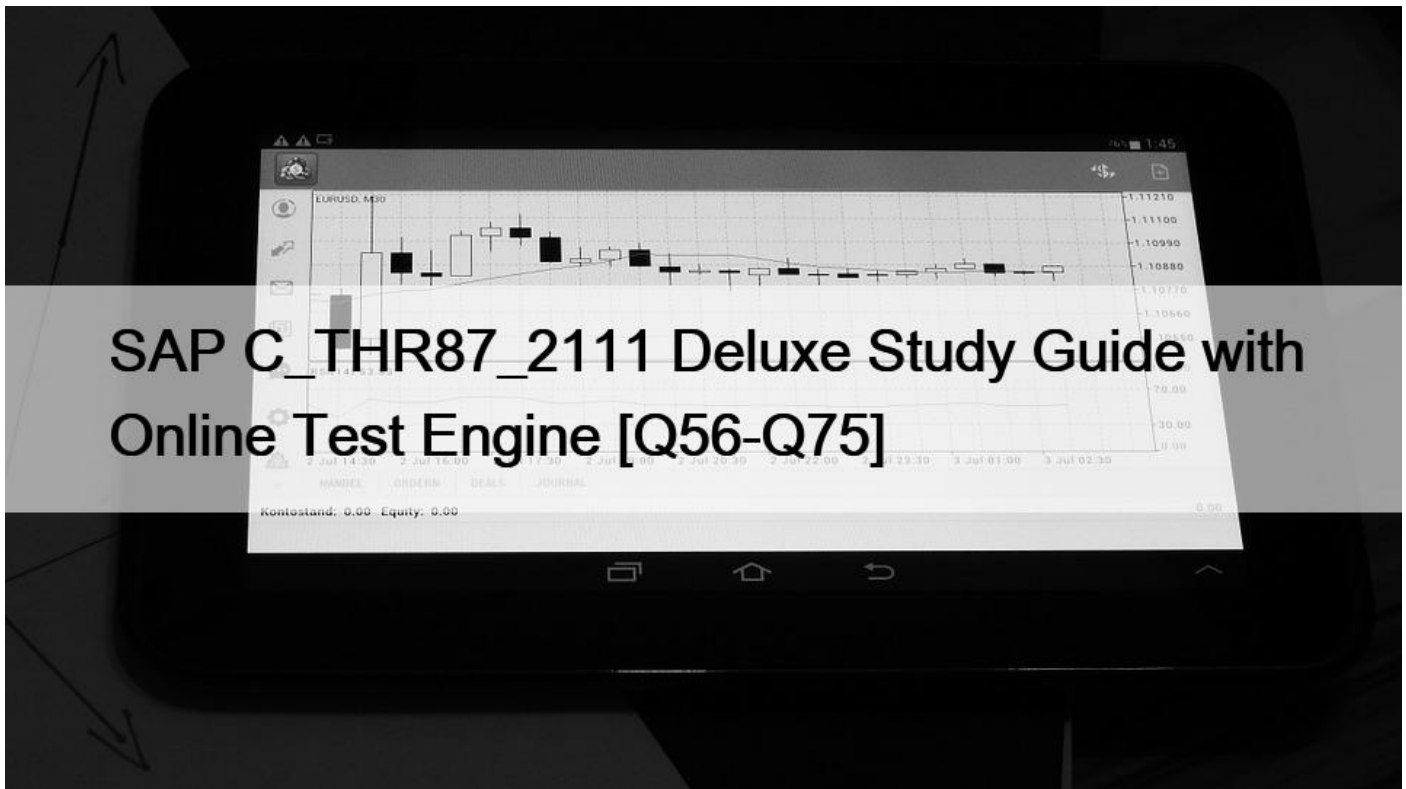


SAP C_THR87_2111 Deluxe Study Guide with Online Test Engine [Q56-Q75]



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SAP C_THR87_2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Define Bonus payout report, details report, the different validation reports- Upload Employee history data file and update Employee history data fileTopic 2- Configure Variable Pay background element and Employee History data file- Configure column designer and define assignment level custom fieldsTopic 3- Varpay audit report, and generate reward statement- Describe the supported hierarchy methodsTopic 4- Create basis using custom formula and add field to the background element- Explain the difference between additive and multiplicative formulasTopic 5- Describe how variable pay assigns bonus plans to eligible employees- create guidelines and budget; enumerate reasons for multiple variable pay programs

NO.56 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

NO.57 What is the effect of proration rounding?

- * Rounds proration to a monthly value
- * Changes start and/or end date used in BonusCalculation
- * Forces proration to have X decimal places, where X is configurable
- * Allows for the use of point in time; salary calculations

NO.58 The employee history data fileimport process was completed but returned with errors. Given the image below, which column is causing the error message?

- * The endDate column
- * The salary column
- * The basis column
- * The tgtpct column

NO.59 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.

NO.60 What is the first step to activate the auditing of variable pay data? Please choose the correct answer.

- * Select the fields in the variable pay plan activity audit .
- * Submit a CO ticket to Customer Success
- * Enable the Audit setting in provisioning
- * Schedule the quartz job called Comp Entry Audit Process

NO.61 This setting allows the use of unlimited payoutpoints. Please choose the correct answer.

- * Flexible payout curves
- * Bonus caps
- * Assignment based rating
- * Multiplier setting

NO.62 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

NO.63 Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement?

Note: There are 2 correct answers to this question.

- * Define the Business Unit field in the Variable Pay Background Element XML.
- * Import business unit data via the user data file.
- * Import business unit data via the employee history data file.
- * Define the Business Unit field as a department in the Succession Data Model XML.

NO.64 One of the business goals is to reduce the amount of Customer complaints. Which of the following are correct imports of the goal?

- * Metrics Can now be loaded as: performanceMin=150, performanceTarget=100, performanceMax=50
- * Metrics Can now be loaded as: performanceMin=50, performanceTarget=100, performanceMax=150
- * Metrics Can now be loaded as: performanceMin=50, performanceTargetLow=70, I performanceTarget=100, performanceTargetHigh=130 performanceMax=150

* Metrics Can now be loaded as: performanceMin=50, performanceTargetLow=70, I performanceTarget=100, performanceTargetHigh=130 performanceMax=150

NO.65 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.

NO.66 Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- * Enable Guideline Optimization
- * Enable Suppress Statement
- * All employees are eligible
- * No employees are eligible

NO.67 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

NO.68 Based on the Eligibility rule in the following screenshot, which employees are eligible for bonus plan B1?

Please choose the correct answer.

- * All employees from division D1 with department T1 AND all employees from division D2 with job role J1
- * All employees from division D1 OR D2 OR department T1 OR with job role J1
- * All employees from division D1 OR D2 with department T1 AND job role J1.
- * All employees from division D1 AND D2 with department T1 OR job role J1

NO.69 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.

NO.70 Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- * Personal Compensation Statement Notification
- * Bonus Assignment Statement
- * Combined Rewards Statement
- * Variable Pay Rewards Statement
- * Variable Pay Individual View

NO.71 Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- * base x business performance x individual performance
- * base + (business performance + individual performance)
- * base x (business performance x individual performance)
- * base x (business performance + individual performance)

NO.72 Which of the following fields are connected to reserved fields in the Variable Pay Background Element?

Note: There are 3 correct answers to this question.

- * Variable Pay Program Name
- * Basis
- * Local Currency Code
- * Salary
- * Target Percentage

NO.73 Given the image below , Which employee get all three bonus plans?

- * smormony
- * mhofff
- * JLo1
- * rmaxxl

NO.74 Which sequence should be followed for bonus forecast to work? Please choose the correct answer.

- * Upload weights and mappings file] Upload goals file Create bonus forecast
- * Upload Goals file Create bonus forecast] Upload weights and mapping file Upload goals file
- * Upload goals file] Upload weights and mappings file Create bonus forecast
- * Create bonus forecast] Upload Goals file Upload weights and mappings file

NO.75 Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- * Use bonus plan caps.
- * Use guidelines where the maximum is set to 200%.
- * Use a bonus plan multiplier of 200%.
- * Use gates on business goals.

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