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**Exam** : **C\_THR87\_2311**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors Variable  
Pay 2H/2023

**Version** : DEMO

1. Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees.

What data is processed?

- A. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- B. Data for employees who are in the administrator's dynamic group
- C. Data for employees who are in the administrator's target population
- D. Data for all employees when the option "Delete all existing records prior to importing new data" is checked

**Answer: D**

2. Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history.

Why would you use Manager Form Eligibility Rules?

- A. To include inactive users as part of the payout calculation
- B. To exclude employees who have given their notice from the Variable Pay form
- C. To exclude employees who have given their notice from the bonus payout calculation
- D. To include inactive users as part of the Variable Pay form

**Answer: C**

3. 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?

- A. 1
- B. 4
- C. 2
- D. 3

**Answer: D**

4. Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History Overlaps report
- B. Employee History Gaps report
- C. Employee History report
- D. Bonus Payout Details report

**Answer: B**

5. 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.

- A. Variable Pay Program Name
- B. Basis
- C. Local Currency Code

D. Salary

E. Target Percentage

**Answer:** A B C