



Free Questions for C_THR87_2311 by actualtestdumps

Shared by Rocha on 29-01-2024

For More Free Questions and Preparation Resources

Check the Links on Last Page

Question 1

Question Type: MultipleChoice

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

The screenshot shows the 'Employee Central Settings' page. At the top, there is a navigation bar with three main sections: 'Plan Setup' (highlighted in light blue), 'Manage Worksheets' (grey), and 'Complete Compensation Cycle' (grey). Below this, a secondary navigation bar contains several menu items: 'Settings' (highlighted in light blue), 'Design Worksheet', 'Manage Plan Details', 'Manage Users', 'Forecast Bonus', 'Calculate Bonus', 'Reports', and 'Bonus Assignment Statement'. The main content area is titled 'Employee Central Settings' and contains a section for 'Worksheet Settings'. Within this section, there are two settings: 'Effective Date' and 'Hybrid Template'. The 'Effective Date' is set to '12/31/2018' and is highlighted with a red rectangular box. The 'Hybrid Template' is currently unchecked.

Options:

- A-** The date published transactions are effective in Employee Central
- B-** The date the system uses to pull data from Employee Central
- C-** The date the program ends
- D-** The date the program begins

Answer:

B

Question 2

Question Type: MultipleChoice

A customer has implemented Employee Central for most of their employees, but some employees remain on SAP ERP. What plan setting allows for the use of a single template for all employees?

Options:

- A- Enable Guideline Optimization
- B- Use MDF rule instead of imported eligibility rule
- C- Hybrid template
- D- Enable Suppress Statement

Answer:

C

Question 3

Question Type: MultipleChoice

An employee was part of the Consumer business unit from January 1--July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

Import/Export Legacy Eligibility Rules

Use this page to view, import and export data for bonus eligibility rules

File Name: No file selected.

Character Encoding: ▾

Delete all existing records prior to importing new data:

Eligibility Rules List	
rule	Conditions
Corp	businessUnit=Corporate
BU	businessUnit=Consumer; businessUnit=AudioVideo

Options:

- A-** This employee is eligible for the BU plan for a portion of the plan year, from August 1--December 31.
- B-** This employee is eligible for the Corp plan for the entire plan year, from January 1--December 31.
- C-** This employees is eligible for the Corp plan from January 1--July 31 and the BU plan from August 1--December 31.
- D-** This employee is eligible for the BU plan for a portion of the plan year, from January 1--July 31.

Answer:

C

Question 4

Question Type: MultipleChoice

Which bonus plan configuration is available only when using an import file?

Options:

- A-** Bonus Plan Name
- B-** Team Section Weight
- C-** Bonus Cap Percentage

D- Individual Section Weight

Answer:

C

Question 5

Question Type: MultipleChoice

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.

Options:

- A-** Use Bonus Plan Eligibility.
- B-** Include inactive employees.
- C-** Use Manager Form Eligibility.
- D-** Enable global eligibility rule.

E- Configure multiple rules by EC entity for the program.

Answer:

E

Question 6

Question Type: MultipleChoice

What is included in the Bonus Payout Details report? Note: There are 3 correct answers to this question.

Options:

- A-** Total pay items for each employee
- B-** Bonus calculation for each employee
- C-** Eligibility criteria for each employee
- D-** Multiple rows of payout for each employee
- E-** Payout guidelines for each employee

Answer:

B, C, D

Question 7

Question Type: MultipleChoice

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

Options:

- A-** Add the Variable Pay Individual View to the Succession Data Model.
- B-** Select Display Live Profile View.
- C-** Configure the employee files.
- D-** Add the Variable Pay Individual View to the Variable Plan template.
- E-** Complete the Variable Pay forms.

Answer:

A, B, D

Question 8

Question Type: MultipleChoice

Why might you use the check tool? Note: There are 2 correct answers to this question.

Options:

- A- To determine if goal weights are equal to 100%
- B- To determine if employees are assigned to an appropriate bonus plan
- C- To determine if custom fields are reloadable
- D- To determine inactive planners in the hierarchy

Answer:

C, D

Question 9

Question Type: MultipleChoice

What information should be entered into the varPayProgramName column of the employee history data file?

Options:

- A- The plan template name
- B- The background element name
- C- The variable pay objective plan ID
- D- The background type ID

Answer:

A

Question 10

Question Type: MultipleChoice

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?

Options:

- A-** Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- B-** Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100
- C-** Use the Direct Payout function type and load 100,000 as achievement.
- D-** Use the Direct Payout function type and load 40,000 as achievement.

Answer:

B

To Get Premium Files for C_THR87_2311 Visit

https://www.p2pexams.com/products/c_thr87_2311

For More Free Questions Visit

<https://www.p2pexams.com/sap/pdf/c-thr87-2311>

