Free Questions for C_THR87_2305

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Question 1

Question Type: MultipleChoice

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

Options:

A- Integer fields

B- Float fields

C- Boolean fields

D- Text fields

E- Percentage fields

Answer:

A, B, D

Question 2

Question Type: MultipleChoice

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

Options:

A- Plan name

B- Plan ID

C- Plan number format

D- Plan type

Answer:

A, B, D

Question 3

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 4

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

Question 5

Question Type: MultipleChoice

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

Options:

A- Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.

B- Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.

C- Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.

D- Create a specific performance form template for the German employees and have the customer load their ratings into it.

Answer:

A, B

Question 6

Question Type: MultipleChoice

Which of the following data files are linked by legacy eligibility rules? Note: There are 2 correct answers to this question.

Options:

A- Business goals data file

B- Bonus plan data file

C- User data file

D- Employee history data file

Answer:

B, D

Question 7

Question Type: MultipleChoice

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

Options:

A- Dates later than program dates
B- Dates should NOT be entered
C- Dates equal to the program dates
D- Dates earlier than program dates

Answer:

C

Question 8

Question Type: MultipleChoice

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

Options:

A- Division
B- Subtraction
C- Multiplication
D- Addition

Answer:

C, D

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