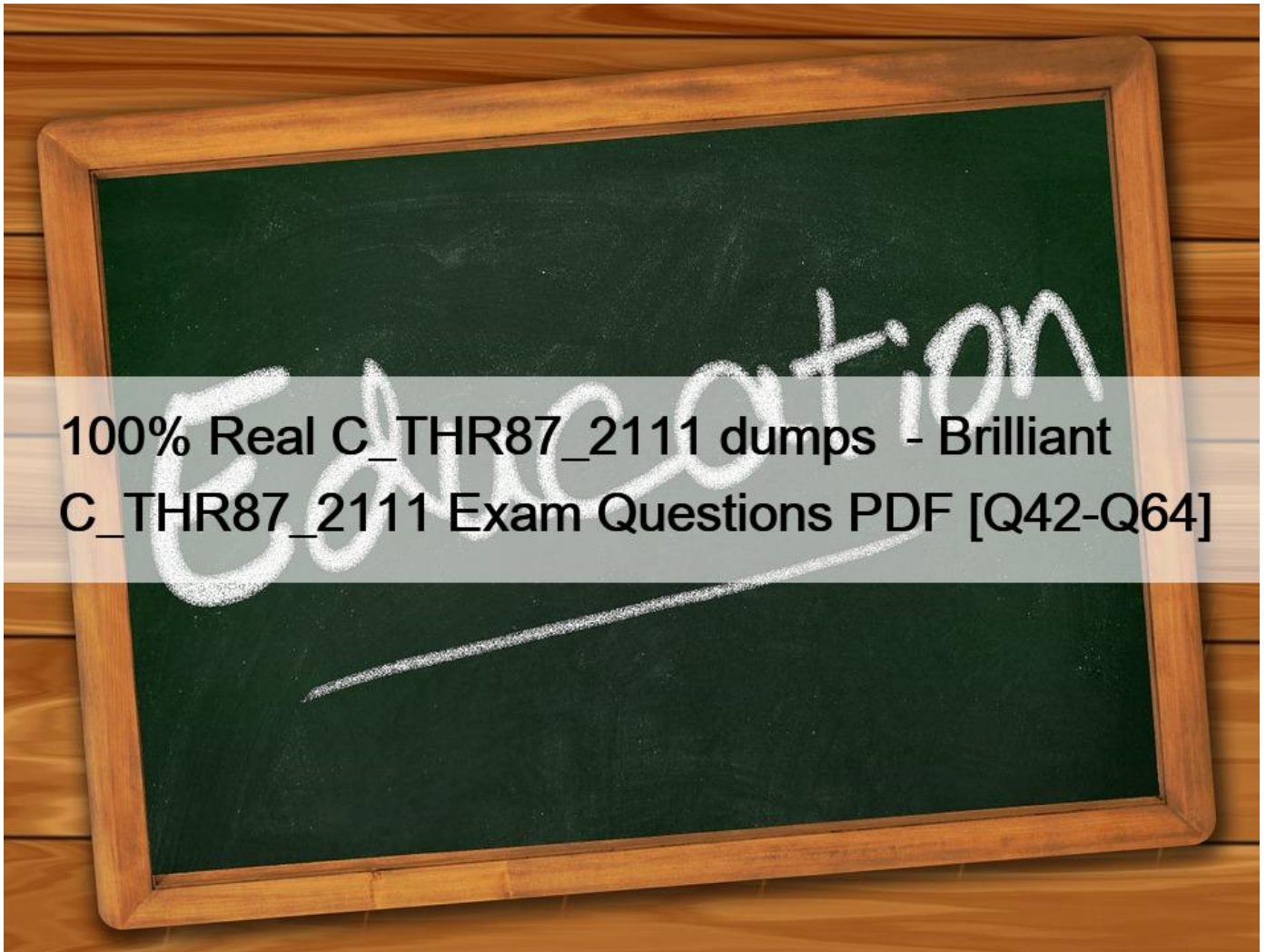


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SAP C_THR87_2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Define Bonus payout report, details report, the different validation reports- Upload Employee history data file and update Employee history data fileTopic 2- Create basis using custom formula and add field to the background element- Explain the difference between additive and multiplicative formulasTopic 3- Flexible payout curve, how proration works, and implication of decentralized administration- Employee History Data and Background ElementTopic 4- Varpay audit report, and generate reward statement- Describe the supported hierarchy methods

Q42. A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- * Update Goal Result and Update worksheets.
- * Delete the user from their worksheet and add them back into the worksheet.
- * Delete the existing worksheet and then launch a new set.
- * Calculate Bonus and Update worksheets.

Q43. This permission allows users access to a Variable Pay form, even if they are not part of the routemap. Please choose the correct answer.

- * Compensation Management Permission
- * Manage Compensation Plan Template
- * Configure Program permission
- * Executive Review Permission

Q44. 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?

- * $\text{base} \times \text{business performance} \times \text{individual performance}$
- * $\text{base} + (\text{business performance} + \text{individual performance})$
- * $\text{base} \times (\text{business performance} \times \text{individual performance})$
- * $\text{base} \times (\text{business performance} + \text{individual performance})$

Q45. Which of the following statements provide a description of Guidelines? There are 2 correct answers to this question.

- * Guidelines are used only for Individual and Team components of bonus calculation
- * Hard Limit set in guidelines can be overridden
- * Guidelines can use multiple criteria
- * Guidelines can be configured to be based on five custom fields

Q46. What does a point-in-time calculation mean? Please choose the correct answer.

- * Employee assignment will not be pro-rated
- * Target amount is based on effective date of each assignment
- * Target amount is based on a fixed date
- * Goal payout will not be pro-rated

Q47. 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?

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

Q48. How do you ensure that a planner enters an amount within specific range?

Please choose the correct answer.

Response:

- * Create gates using performanceMin and performanceMax
- * Enter values in the minimum / maximum columns on the businessgoals file
- * Configure minimum / maximum guidelines in the plan set up.

- * Configure the min / max in the <comp-guideline-pattern> in the XML

Q49. A PM form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as an overlap?

- * PM form start date <= Assignment end date AND Assignment start date <= PM form end date
- * PM form start date <= Assignment start date AND PM form end date <= Assignment end date
- * PM form start date <= Assignment start date AND Assignment start date >= PM form end date
- * PM form Start date >= Assignment end date AND Assignment start date <= PM form start date

Q50. What task can you complete in Configure Label Names and Visibility?

- * Change field groups.
- * Relabel employee history fields.
- * Create custom fields.
- * Deactivate form sections.

Q51. Why would you use manager form eligibility?

Please choose the correct answer.

- * To include inactive users to be visible on varpay form
- * To include bonus ineligible employees to be visible on varpay form
- * To include bonus ineligible employees to be part of payout calculation
- * To include inactive users to be part of payout calculation

Q52. In which section of the variable pay form is the total payout displayed? Please choose the correct answer.

- * Business Goals Performance
- * Entry Level
- * Individual Performance
- * Employee History

Q53. Bonuses for all engineers at your client are calculated as follows: $\text{Basis} \times (\text{prorated salary} \times \text{bonus target}) \times \text{company achievement}$. Bonuses for all marketing staff at your client are calculated as follows: $\text{Basis} \times$

$50\% \text{ individual achievement} + 50\% \text{ company achievement}$. How can this be implemented? Note: There are 2 correct answers to this question.

- * Two variable pay programs: one using $\text{Base} \times \text{Business Performance}$ and using $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. The additive plan uses one business goal section weighted at

50%

- * One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.
- * One variable pay program using $\text{Base} \times \text{Business Performance} \times \text{Individual Performance}$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
- * One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual

Q54. What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- * Plan name
- * Plan ID
- * Plan number format

* Plan type

Q55. Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note:

There are 2 correct answers to this question.

- * Calculations
- * Lookup values
- * Guidelines
- * Reports

Q56. Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: 'Corporate Results'; US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is 'Country Results', where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- * 1
- * 3
- * 4
- * 2

Q57. What must be considered for custom basis formulas? There are 2 correct answers to this question.

- * The custom formula must use fields from the employee history file
- * The basis field(Field type ffdl) must be used to define the custom formula.
- * The custom formula must use fields from the user data file
- * Fields to be used in the custom formula must be defined as ffd or ifld fields

Q58. 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

Q59. A customer does not want the basis to be prorated. In the employee history data file, what dates must the customer enter?

Please choose the correct answer.

- * Dates earlier or equal to program dates
- * Dates equal to the program dates
- * Dates later than program dates
- * Dates earlier than program dates

Q60. Which steps are necessary to activate the variable pay individual view? There are 3 correct answers to this question.

- * Configure employee files
- * Add variable pay individual view to succession data model
- * Add variable pay individual view to variable plan template
- * Select display live profile view after form creation
- * Complete variable pay forms

Q61. Which of the following are acceptable fields to be used in suppressing statements? There are 2 correct answers to this question.

- * Formula fields with Boolean result 'TRUE'; or 'FALSE'; value

- * Custom string fields only
- * Formula fields with Boolean result “YES” or “NO” value
- * Standard string fields only

Q62. Which bonus plan configuration is available only when using an import file?

- * Bonus Plan Name
- * Team Section Weight
- * Bonus Cap Percentage
- * Individual Section Weight

Q63. Which options defines bonus caps?

There are 2 correct answers to this question.

- * By planner
- * By Bonus plan
- * By employee
- * By business goals

Q64. Which field changes in the employee history editor require a recalculation of the bonus payout to update ex Please choose the correct answer.

- * Assignment Dates
- * Payout percent
- * User name
- * Basis

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