

ActualtestsIT

ActualtestsIT

HOME

ALL VENDORS

★ GUARANTEE

? FAQ

TESTIMONIALS

CART (0)



Try **PDF Demo** before you buy

Online Test Engine: Online Tool, Convenient, easy to study. Instant Online Access. Supports All Web Browsers.

PDF format: Easy to read and print learning materials, our products are available in PDF file format.

Desktop Test Engine: Installable Software Application. Simulates Real Exam Environment. Practice Offline Anytime.

Select a vendor...

Select an test...

Your email address

Free Download Demo

Instant Download



After Payment, our system will send you the products you purchase in mailbox in a minute after payment. If not received within 2 hours, please contact us.

365 Days Free Updates



Free update is available within 365 days after your purchase. After 365 days, you will get 50% discounts for updating.



Money Back Guarantee

Full refund if you fail the corresponding exam in 60 days after purchasing. And Free get any another product.



Security & Privacy

We respect customer privacy. We use McAfee's security service to provide you with utmost security for your personal information & peace of mind.

<http://www.actualtestsit.com/>

Topping Certification Exam Prep, Test Dumps Materials - ActualTestsIT

Exam : **C-THR87-1911**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Variable Pay Q4/2019

Vendor : SAP

Version : DEMO

NO.1 What must be considered for custom basis formulas? There are 2 correct answers to this question.

- A. Fields to be used in the custom formula must be defined as fflD or iflD fields
- B. The custom formula must use fields from the employee history file
- C. The custom formula must use fields from the user data file
- D. The basis field(Field type fflD) must be used to define the custom formula.

Answer: A,D

NO.2 Your customer uses the non-assignment based rating (non-ABR) template. Which sections are used to add assignment-level custom fields?

There are 3 correct answers to this question

- A. Business section
- B. Entry level section
- C. Employee history data section
- D. Team section
- E. Individual section

Answer: A,D,E

NO.3 Which scenario requires weights and mappings data file to be imported? There are 3 correct answers to this question.

- A. Change in goal display order
- B. Change in business goal
- C. Change in look up field
- D. Change in bonus plan
- E. Change in eligibility rule

Answer: B,C,E

NO.4 Your Customer wants to use its business units to assign goal achievements. To set up this requirement, what do you need to do? Please choose the correct answer.

- A. Import data via User Data File(UDF)
- B. Define business units field as department in succession data model XML
- C. Import data via Employee History data file
- D. Define business units field in the variable pay background element XML

Answer: C

NO.5 The custom formula is tgtPcf'salary. Looking at the background element, what adjustment must be made?

Please choose the correct answer.

- A. The basis field must be hidden in the background element
- B. The tgtPct and salary fields must both be numeric fields
- C. The basis field must be deleted from background element
- D. The tgtPct and salary fields must both be float fields

Answer: A

NO.6 Which of the following are acceptable fields to be used in suppressing statements? There are 2 correct answers to this question

- A. Formula fields with Boolean result "TRUE" or "FALSE" value
- B. Standard string fields only
- C. Formula fields with Boolean result "YES" or "NO" value
- D. Custom string fields only

Answer: A,D

NO.7 Why would you need to use multiple bonus plans? There are 3 correct answers to this question.

- A. Different set of business goals
- B. Different Bonus plan caps
- C. Different Bonus Achievement calculations
- D. Different Business Goals weights
- E. Different Bonus eligibility rules

Answer: A,B,D

NO.8 This feature allows administrator to restrict field visibility to certain roles. Please choose the correct answer.

- A. Field-Based permission
- B. Field grouping
- C. Field restriction is not supported
- D. Read only function in Column Designer

Answer: A

NO.9 The employee history data file import process was completed but returned with errors. Given the image below, which column is causing the error message? Please choose the correct answer

- A. The basis column
- B. The endDate column
- C. The tgtpct column
- D. The salary column

Answer: A

NO.10 Which configuration options are offered by the column designer? There are 2 correct answers to this question.

- A. Hide sections
- B. Create custom fields
- C. Specify columns and column order
- D. Create number format rules

Answer: B,C