

# SAP

## C\_THR87\_2105 Exam

**SAP Certified Application Associate - SAP SuccessFactors  
Variable Pay H3/2021**



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# Version: 4.0

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**Question: 1**

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How can you use one reward statement to display incentive data from multiple variable pay plans? Please choose the correct answer.

- A. This is currently not supported
- B. This will require custom reward statement, and need to contact Customer Success
- C. Use a Combine Statement template to add multiple plans
- D. Use one Statement template and create multiple Variable Pay reward statements

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**Answer: C**

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**Question: 2**

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Eligibility file is linked to which import files? Please choose the correct answer.

- A. Employee history data file
- B. Business goals data file
- C. User data file
- D. Bonus plan data file

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**Answer: A**

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**Question: 3**

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Given the image below, Which employee gets all three bonus plans? Please choose the correct answer.

- A. JLo1
- B. mhoff1
- C. rmaxx1
- D. smormony1

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**Answer: C**

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**Question: 4**

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Which field can be updated using only the bonus plan import file? Please choose the correct answer.

- A. Associate Type
- B. Eligibility Rule
- C. Cap Percent
- D. Pool Identifier

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**Answer: B**

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**Question: 5**

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What information does the override report provide?  
Please choose the correct answer

- A. Employees who have an amount entered which varies from the default guideline amount
- B. Employees who have an amount entered in the field total Final Payout
- C. Employees who have the section percent values modified from the default
- E. Identify employees who were moved based on the advanced setting of "Do not override manually updated employees"

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**Answer: B**

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