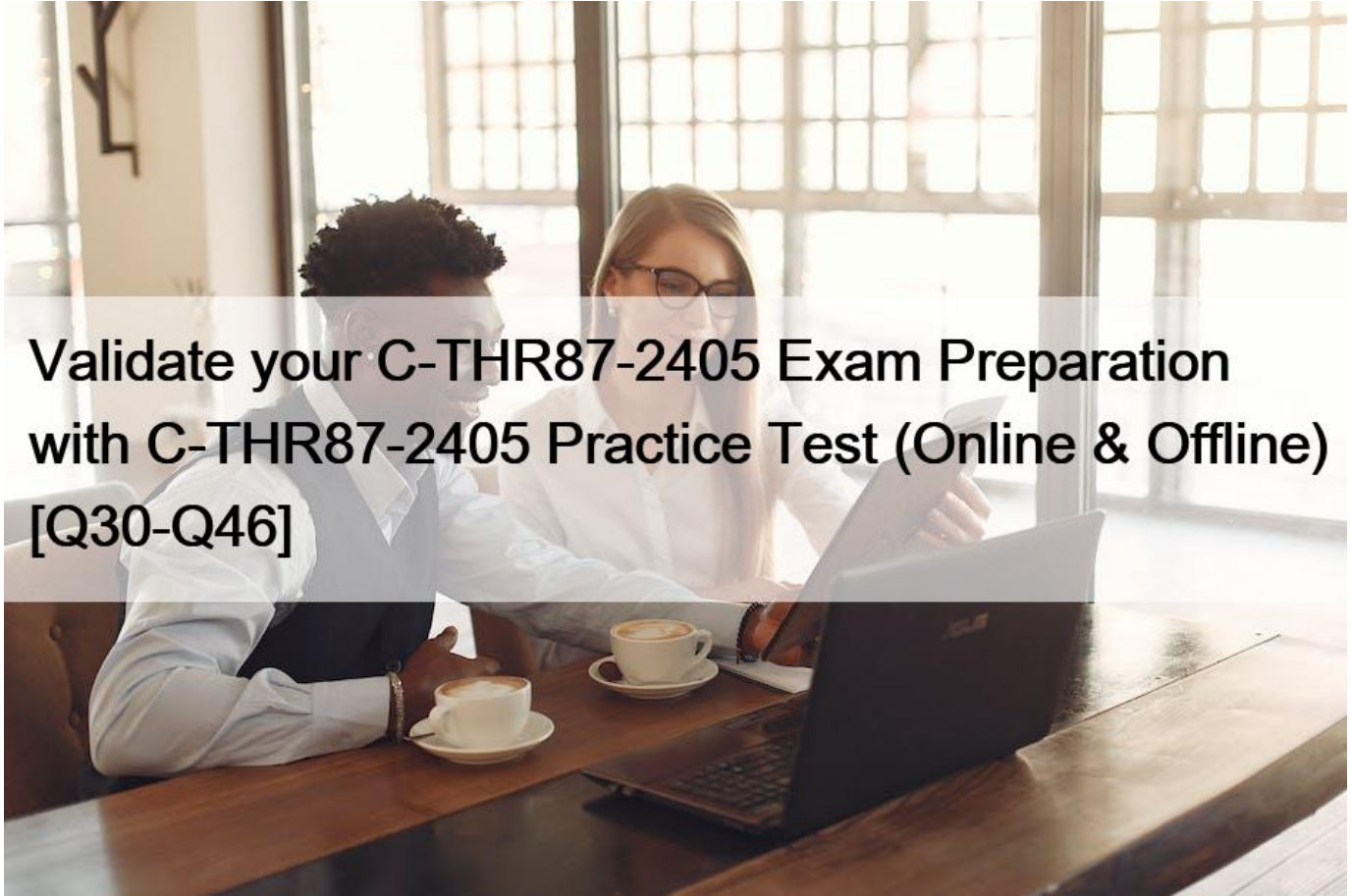# Validate your C-THR87-2405 Exam Preparation with C-THR87-2405 Practice Test (Online & Offline) [Q30-Q46

Validate your C-THR87-2405 Exam Preparation with C-THR87-2405 Practice Test (Online & Offline) Get all the Information About SAP C-THR87-2405 Exam 2024 Practice Test Questions NEW QUESTION 30

What information should be entered into the varPayProgramName column of the employee history data file?
* The plan template name
* The background element name
* The variable pay objective plan ID
* The background type ID

NEW QUESTION 31

How can you create worksheets where employees have planners outside their line manager hierarchy?
* Use the custom manager option for assigning employees in the user data file and in the route map.
* Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.
* Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
* Assign the employees to matrix managers and use matrix managers in the route map.

NEW QUESTION 32

What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?
* Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.
* Additive formulas use section weights, whereas multiplicative formulas use payout percent.
* Additive formulas use payout percent, whereas multiplicative formulas use section weights.

NEW QUESTION 33

Assume a starting point of “All employees are eligible” and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?
* To include inactive users as part of the payout calculation
* To exclude employees who have given their notice from the Variable Pay form
* To exclude employees who have given their notice from the bonus payout calculation
* To include inactive users as part of the Variable Pay form

NEW QUESTION 34

What report requires that worksheets have been launched before it will show results?
* Business goal performance
* Bonus payout
* Employee history gaps
* Employee history overlaps

NEW QUESTION 35

Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.
* Division
* Rating
* Job level
* Country
* Pay grade

NEW QUESTION 36

Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change? Note: There are 2 correct answers to this question.
* Column Designer, Entry Level fields
* Column Designer, Assignment Level fields
* Custom Views
* Employee History background element

NEW QUESTION 37

From where can you pull fields to assign business goals to employees through the business goals import file?
* Summary level custom reportable fields
* Bonus plan weights

* Summary level standard fields
* Employee history fields

NEW QUESTION 38

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.
* Define compensation period data in the compensation profile.
* Configure custom views in plan setup.
* Build an integration with the previous variable pay goal template.
* Create eligibility rules to pull historical data from previous plans.

NEW QUESTION 39

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

NEW QUESTION 40

Company ABC rewards its employees using an additive plan based on company (50% weight) and individual (50% weight) performance. An employee's target bonus is 4,000 (100% payout). The company performance is based on two objectives, each weighted at 50% – revenue and operating Income. The revenue objective achievement is 80% and the operating income objective achievement is 90%. If the Individual achievement is 150%, which expression best represents how the bonus is calculated?
* 4000 x 50% x (80% x 50% + 90% x 50%) + 4000 x 50% x 150%
* 4000 x 150% x (80% x 50% + 90% x 50%)
* 150% x (4000 x 50% x (80% + 4000 x 50% x 90%
* 4000 x 150% + 4000 x (80% x 50% + 90% x 50%)

NEW QUESTION 41

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.
* Use Bonus Plan Eligibility.
* Include inactive employees.
* Use Manager Form Eligibility.
* Enable global eligibility rule.
* Configure multiple rules by EC entity for the program.

NEW QUESTION 42

Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.
* Step scale
* Multiplicative
* Interpolation
* Additive

* Direct payout

NEW QUESTION 43

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.
* Define the Business Unit field in the Variable Pay Background Element XML.
* Import business unit data via the user data file.
* Import business unit data via the employee history data file.
* Define the Business Unit field as a department in the Succession Data Model XML.

NEW QUESTION 44

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?
* directPayout
* payoutPercentTarget
* payoutFunctionType
* notes

NEW QUESTION 45

Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary × bonus target) × company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis × 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.
* Two variable pay programs: one using Base × Business Performance and using Base × (Business Performance + Individual Performance). The additive plan uses one business goal section weighted at 50%
* One variable pay program that uses Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.
* One variable pay program using Base × Business Performance × 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 Base × (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual

NEW QUESTION 46

What task can you complete in Configure Label Names and Visibility?
* Change field groups.
* Relabel employee history fields.
* Create custom fields.
* Deactivate form sections.

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