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What Client's Say

“ There are some less than 8 new questions, so this 70-695 dump is still mostly valid. Wrote the exams today and passed. ”

Timothy ★★★★★

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Exam : **C_THR87_2411**

Title : SAP Certified Associate -
Implementation Consultant -
SAP SuccessFactors Variable
Pay

Vendor : SAP

Version : DEMO

NO.1 The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

USD	GBP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

- A. Functional only
- B. Functional, User, Planner, and Any Currency
- C. Functional and User
- D. Functional, User, and Planner

Answer: C

NO.2 When employee profile is selected as the rating source for the Variable Pay program, which information is required for the bonus calculation? Note: There are 2 correct answers to this question.

- A. Performance management template name
- B. EC field mapping
- C. Effective date
- D. Rating type

Answer: C,D

NO.3 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.

- A. Calculations
- B. Lookup values
- C. Guidelines
- D. Reports

Answer: A,D

NO.4 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.

- A. Use Bonus Plan Eligibility.
- B. Include inactive employees.
- C. Use Manager Form Eligibility.
- D. Enable global eligibility rule.
- E. Configure multiple rules by EC entity for the program.

Answer: E

NO.5 Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Reference the Plan ID in the business goal data file.
- B. Reference the Plan ID in the Bonus Plan file.
- C. Upload the Business Goal XML template in Provisioning.
- D. Assign the Business Goal template to the Variable Pay program.
- E. Update eligibility rules to include a bonus plan.

Answer: A,B,E

NO.6 What formula do you use to suppress statements?

- A. `if(finalPayout=0,"FALSE","TRUE")`
- B. `if(finalPayout=0,"Valid","Invalid")`
- C. `if(finalPayout=0,"")`
- D. `if(finalPayout=0,"Yes","No")`

Answer: A

NO.7 What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

- A. Bonus forecast
- B. Compensation profile
- C. Bonus assignment letter
- D. Variable Pay individual view

Answer: C

NO.8 Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- B. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- C. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- D. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates

Answer: A,D