

# SAP C\_THR87\_2411

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- **Product Version**

# Latest Version: 7.1

## Subjects

1. Employee History Data and Background Element
2. Integration Scenarios
3. Eligibility
4. Business Goals and Goal Weights
5. Reports and Reward Statements
6. Bonus Calculation Methods
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8. Managing Clean Core
9. Bonus Plans
10. Variable Pay Program Settings

### Topic: 1

#### Employee History Data and Background Element

#### Question: 1

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

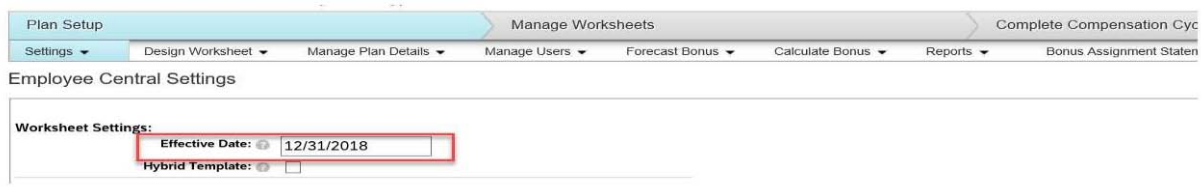
- A. Dates equal to the program dates
- B. Dates earlier than program dates
- C. Dates later than program dates
- D. Dates should NOT be entered

**Answer: A**

#### Employee History Data and Background Element

#### Question: 2

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?



- A. The date published transactions are effective in Employee Central
- B. The date the program ends

- C. The date the program begins
- D. The date the system uses to pull data from Employee Central

**Answer: D**

#### **Employee History Data and Background Element**

### **Question: 3**

The customer keeps getting an error message when calculating the basis.

The custom formula is: "tgtPct salary"

Looking at the background element (see screen shot), what adjustment must be made?

```
<label>Job Grade</label>
</data-field>

<data-field id="jobLocation" field-name="vfld3" max-length="4000">
  <label>Job Location</label>
</data-field>

<data-field id="businessUnit" field-name="vfld4" max-length="4000">
  <label>Business Unit</label>
</data-field>

<data-field id="division" field-name="vfld6" max-length="4000">
  <label>Division</label>
</data-field>

<data-field id="salary" field-name="vfld7" max-length="4000">
  <label>Salary</label>
</data-field>

<data-field id="tgtPct" field-name="vfld8" max-length="4000">
  <label>Target Percent</label>
</data-field>

<data-field id="salary" field-name="vfld7" max-length="4000">
  <label>Salary</label>
</data-field>

<data-field id="tgtPct" field-name="vfld8" max-length="4000">
  <label>Target Percent</label>
</data-field>

<data-field id="basis" field-name="ffld1" max-length="999">
  <label>Target Amount</label>
</data-field>
</background-element>
```

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

**Answer: D**

#### **Employee History Data and Background Element**

### **Question: 4**

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.

- A. Import business unit data via the user data file.
- B. Define the Business Unit field as a department in the Succession Data Model XML.
- C. Import business unit data via the employee history data file.
- D. Define the Business Unit field in the Variable Pay Background Element XML.

**Answer: C, D**

#### **Employee History Data and Background Element**

### **Question: 5**

Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

- A. Variable Pay Program Name
- B. Salary
- C. Basis
- D. Local Currency Code
- E. Target Percentage

**Answer: A, C, D**

#### **Employee History Data and Background Element**

### **Question: 6**

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?

- A. Delete the user from their worksheet and add them back into the worksheet.

- B. Update Goal Result and Update worksheets.
- C. Delete the existing worksheet and then launch a new set.
- D. Calculate Bonus and Update worksheets.

**Answer: D**

#### **Employee History Data and Background Element**

### **Question: 7**

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- A. Text fields
- B. Percentage fields
- C. Integer fields
- D. Float fields
- E. Boolean fields

**Answer: B, C, D**

#### **Employee History Data and Background Element**

### **Question: 8**

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Delete the Basis field header when importing the employee history data file.
- B. Configure the Basis field to be hidden in the background element.
- C. Configure the Basis field as a custom field in the background element.
- D. Leave the Basis field blank when importing the employee history data file.

**Answer: C**

#### **Employee History Data and Background Element**

### **Question: 9**

What information should be entered into the varPayProgram Name column of the employee history data file?

- A. The plan template name
- B. The background element name
- C. The background type ID

D. The variable pay objective plan ID

**Answer: B**

**Employee History Data and Background Element**

**Question: 10**

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees.  
What data is processed?

- A. Data for employees who are in the administrator's target population
- B. Data for employees who are in the administrator's dynamic group
- C. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- D. Data for all employees when the option "Delete all existing records prior to importing new data" is checked

**Answer: D**

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