



SAP C_THR87_2311 STUDY GUIDE PDF

SAP SF Variable Pay Certification Questions & Answers

Details of the Exam-Syllabus-Questions

C_THR87_2311

[SAP Certified Application Associate - SAP SuccessFactors Variable Pay 2H/2023](#)

80 Questions Exam – 60% Cut Score – Duration of 180 minutes

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Get an Overview of the C_THR87_2311 Certification:

Who should take the [C_THR87_2311 exam](#)? This is the first question that comes to a candidate's mind when preparing for the SF Variable Pay certification. The C_THR87_2311 certification is suitable for candidates who are keen to earn knowledge on the SuccessFactors and grab their SAP Certified Application Associate - SAP SuccessFactors Variable Pay 2H/2023. When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But C_THR87_2311 study guide PDF is here to solve the problem. C_THR87_2311 PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

Why Should You Earn the SAP C_THR87_2311 Certification?

There are several reasons why one should grab the C_THR87_2311 certification.

- The SF Variable Pay certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [SAP Certified Application Associate - SAP SuccessFactors Variable Pay 2H/2023](#) is a powerful qualification for a prosperous career.

What Is the SAP C_THR87_2311 SF Variable Pay Certification Exam Structure?

Exam Name	SAP Certified Application Associate - SAP SuccessFactors Variable Pay 1H/2023
Exam Code	C_THR87_2311 » SAP SF Variable Pay Certification Online Practice Exam
Level	Associate
Exam Price	\$543 (USD)
Duration	180 mins
Number of Questions	80
Passing Score	C_THR87_2311 - 60%
Reference Books	THR80 (SUCCESSFACTORS HCM SUITE) THR87 (SUCCESSFACTORS HCM SUITE) Variable Pay Implement Guide
Schedule Exam	SAP Training
Sample Questions	SAP SF Variable Pay Certification Sample Question
Recommended Practice	SAP SF Variable Pay Certification Practice Exam

Enhance Knowledge with C_THR87_2311 Sample Questions:

Question: 1

You imported the Employee History Data file. The import job was completed with the status "failure record". What needs to be checked in the Employee History Data file?

There are 2 correct answers to this question.

- a) User name
- b) Variable Pay Program ID
- c) Variable Pay Program Name
- d) User ID

Answer: c, d

Question: 2

Which use cases require multiplicative formulas?

There are 2 correct answers to this question.

- a) A customer would like to calculate the individual and team sections as a percent.
- b) A customer would only pay the target amount if an employee completed above 70% of his individual goals.
- c) A customer would like to calculate the individual and team sections as an amount.
- d) A customer would like the bonus payout to be weighted 50:50 between the personal and business performance.

Answer: a, b

Question: 3

Which parameters can you use in the "Based On Budget Calculation" section for Variable Pay Program?

There are 3 correct answers to this question.

- a) Template
- b) User
- c) Results
- d) Forecast
- e) Group

Answer: a, b, e

Question: 4

Your customer uses Business Goals in a Variable Pay Program. All the necessary configuration is completed.

You have launched the Variable Pay worksheet and the observed Bonus Payout is calculated correctly but Business Goals do not appear in the worksheet.

With all necessary permissions given, which file do you need to check?

Please choose the correct answer

- a) Business Goal XML file
- b) Business Goal Weights import file
- c) Variable Pay Program XML file
- d) Business Goals import file

Answer: b

Question: 5

According to the translation workbook, you need to translate all labels of fields. Which tools can you use?

There are 2 correct answers to this question.

- a) Company settings
- b) Manage plan details
- c) Column Designer
- d) Variable pay program XML template

Answer: c, d

Question: 6

To create a bonus plan, which fields of the Bonus Plan file are required?

There are 2 correct answers to this question.

- a) ELIGIBILITY_RULE
- b) BUSINESS_GOALS_NAME
- c) BONUSPLAN
- d) BUSINESS_GOALS_ORDER

Answer: a, c

Question: 7

Besides "Choose Bonus Plan", what are the other options for executing "calculate bonus payout"?

There are 2 correct answers to this question.

- a) By PM form type
- b) By manager
- c) By department
- d) By employee

Answer: b, d

Question: 8

An employee appears on a variable pay form with greyed out data. Why does this occur?

There are 2 correct answers to this question.

- a) The status of the employee is "inactive".
- b) The employee is missing in the Employee History data file.
- c) The employee was excluded, according to the Manage Form eligibility rule.
- d) PM forms for the employee are missing.

Answer: b, c

Question: 9

Which variable pay report will generate multiple rows per employee, showing calculated payout for every business goal an employee has within a bonus plan?

Please choose the correct answer.

- a) Bonus payout
- b) Individual preview
- c) Business goal performance
- d) Bonus payout details

Answer: d

Question: 10

Which fields are required in the Employee history data file?

There are 3 correct answers to this question.

- a) Bonus Target Percentage
- b) Basis
- c) Start Date
- d) End Date
- e) Salary

Answer: b, c, d

What Study Guide Works Best in Acing the SAP C_THR87_2311 SF Variable Pay Certification?

The C_THR87_2311 study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the SF Variable Pay exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

Get Expert Advice from the Training:

Do not forget to join the SAP C_THR87_2311 training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

Get Access to the PDF Sample Questions:

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

Avoid Dumps and Utilize the SAP C_THR87_2311 Practice Test:

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform

well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, C_THR87_2311 practice tests always stand out to be the better choice than dumps PDF.

Avail the Proven C_THR87_2311 Practice Test for Success!!!

Do you want to pass the C_THR87_2311 exam on your first attempt? Stop worrying; we, ERPPrep.com are here to provide you the best experience during your SuccessFactors Variable Pay preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [C_THR87_2311 practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.