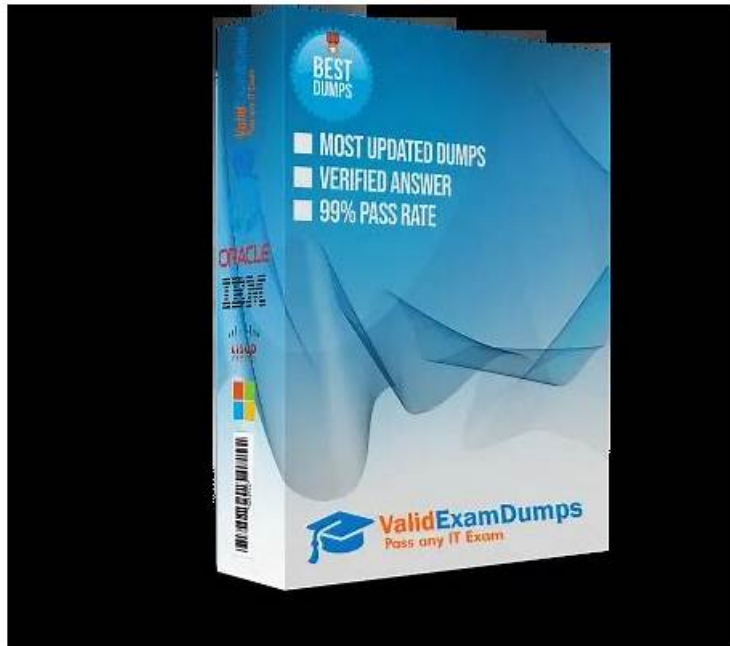


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q29-Q34):

### NEW QUESTION # 29

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?

- A.  $150\% \times (4000 \times 50\% \times (80\% + 4000 \times 50\% \times 90\%))$
- B.  $4000 \times 150\% \times (80\% \times 50\% + 90\% \times 50\%)$
- C.  $4000 \times 150\% + 4000 \times (80\% \times 50\% + 90\% \times 50\%)$
- D.  $4000 \times 50\% \times (80\% \times 50\% + 90\% \times 50\%) + 4000 \times 50\% \times 150\%$

**Answer: D**

#### NEW QUESTION # 30

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 the system uses to pull data from Employee Central
- B. The date the program ends
- C. The date published transactions are effective in Employee Central
- D. The date the program begins

**Answer: A**

#### NEW QUESTION # 31

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from bonus plan
- B. Imported from employee history
- C. Imported from goal management
- D. Imported from user data file

**Answer: B,D**

#### NEW QUESTION # 32

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

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

**Answer: C**

#### NEW QUESTION # 33

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.

- A. Job level
- B. Pay grade
- C. Country
- D. Division
- E. Rating

**Answer: A,B,E**

#### NEW QUESTION # 34

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