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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q49-Q54):

### NEW QUESTION # 49

Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Bonus Assignment Statement
- B. Personal Compensation Statement Notification
- C. Variable Pay Individual View
- D. Variable Pay Rewards Statement
- E. Combined Rewards Statement

Answer: B,D,E

### NEW QUESTION # 50

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

- A. The plan template name
- B. The background type ID
- C. The background element name
- D. The variable pay objective plan ID

Answer: A

### NEW QUESTION # 51

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- B. Only Permanent full-time employees are eligible to receive a bonus.
- C. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- D. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.

Answer: B,C

### NEW QUESTION # 52

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?

- A. Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.
- B. Additive formulas use payout percent, whereas multiplicative formulas use section weights.
- C. Additive formulas use section weights, whereas multiplicative formulas use payout percent.

Answer: A

### NEW QUESTION # 53

How do you ensure that a planner enters an amount within a specific range?

- A. Create gates using performanceMin and performanceMax.
- B. Enter values in the minimum/maximum columns on the business goals file.
- C. Set min-max to display as guideline pattern.
- D. Configure minimum/maximum guidelines in the plan setup.

Answer: C

## NEW QUESTION # 54

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