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

NEW QUESTION # 49

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

Effective Date	Department	Job Title	Bonus Plan
June 15, 2019	Sales	Sales Associate	SALES
Jan 23, 2020	Sales	Sales Advisor	SALES
April 1, 2020	Marketing	Marketing Assistant	MKT
November 23, 2020	Marketing	Marketing Manager	MANAGER

- A. Sales Advisor

- B. Sales Associate
- C. Marketing Manager
- D. Marketing Assistant

Answer: B

NEW QUESTION # 50

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Reloading the goal weights file
- B. Updating worksheets
- C. Updating business goals
- D. Recalculating bonus data

Answer: D

NEW QUESTION # 51

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	1.3333
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

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

Answer: B

NEW QUESTION # 52

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Addition
- B. Subtraction
- C. Multiplication
- D. Division

Answer: A,C

NEW QUESTION # 53

What is the relationship between goal weights and bonus plans?

- A. Goal weights are required to equal 100% for each bonus plan.
- B. Business goal weights must be created first, before bonus plans are created.
- C. All bonus plans must have equally weighted business goals.
- D. Goals are uniquely weighted based on the bonus plan they are assigned to.

Answer: A,D

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