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SAP CERTIFICATION

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Questions.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q81-Q86):

NEW QUESTION # 81

Bonuses for all engineers at your client are calculated as follows:

* Basis (prorated salary x bonus target) x company achievement

Bonuses for all marketing staff at your client are calculated as follows:

* Basis x 50% individual achievement + 50% company achievement

How can this be implemented?

Note: There are 2 correct answers to this question.

- A. One variable pay program that uses Base x (Business Performance + Individual Performance)
- B. One variable pay program using Base x Business Performance x Individual Performance
- C. One variable pay program that uses Base x (Business Performance + Individual Performance)
- D. Two variable pay programs: one using Base x Business Performance and using Base x (Business Performance + Individual Performance)

Answer: A,D

NEW QUESTION # 82

The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

userId	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Production FR	FR	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-08	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-15	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
1000971	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pav	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

- A. The endDate column is in mm/dd/yyyy format.
- B. The country column shows a code rather than a label.
- C. The tgtPct column is using decimals.
- D. The basis column is using commas.

Answer: D

NEW QUESTION # 83

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan type
- B. Plan name
- C. Plan ID
- D. Plan number format

Answer: A,B,C

NEW QUESTION # 84

Manager form eligibility rules are written to exclude employees in specific business units.

Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. Enable Suppress Statement
- **B. All employees are eligible**
- C. Enable Guideline Optimization
- D. No employees are eligible

Answer: B

NEW QUESTION # 85

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 numeric fields.
- D. The tgtPct and salary fields must both be float fields.

Answer: C

NEW QUESTION # 86

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