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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q12-Q17):

NEW QUESTION # 12
A client has the following requirements: Executives have 3 business goals and NO individual performance metrics. Divisional VPs have 6 business goals and NO individual performance metrics. Directors have 6 business goals and individual performance weighted

at 40%. Managers have 3 business goals and an individual performance multiplier. What is the minimum number of templates that can be configured to satisfy these requirements without the use of custom columns?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: B

NEW QUESTION # 13
Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History Overlaps report
- B. Employee History Gaps report
- C. Bonus Payout Details report
- D. Employee History report

Answer: B

NEW QUESTION # 14
Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 15
What report requires that worksheets have been launched before it will show results?

- A. Business goal performance
- B. Bonus payout
- C. Employee history gaps
- D. Employee history overlaps

Answer: B

NEW QUESTION # 16
Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- A. Additive
- B. Interpolation
- C. Multiplicative
- D. Direct payout
- E. Step scale

Answer: B,C,D

NEW QUESTION # 17
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