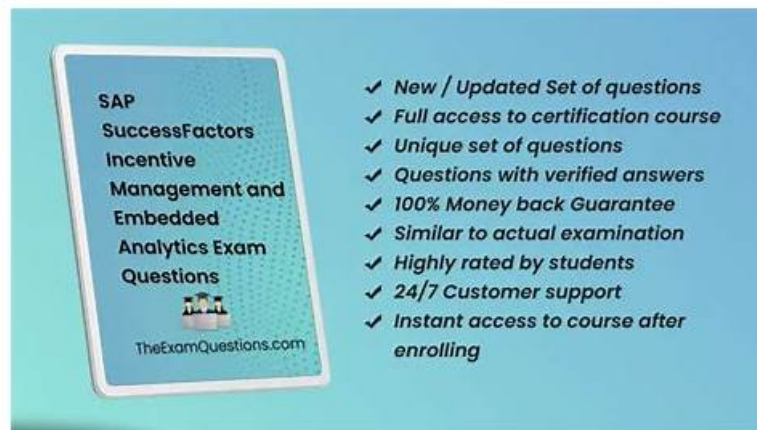


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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q41-Q46):

NEW QUESTION # 41

Which of the following are calculated during the Pipeline Pay stage? Note: There are 2 correct answers to this question.

- A. Final payments
- B. Final balances
- C. Trial balances
- D. Trial payments

Answer: C,D

NEW QUESTION # 42

Which of the following most accurately describes a payee?

- A. A business user who can create and maintain plans and rules
- **B. A recipient of the payments generated by the system**
- C. The assignment of a participant to a position for a period of time
- D. A unique job role in an organization

Answer: B

NEW QUESTION # 43

Which of the following stages make up the Compensate and Pay sequence of the pipeline?

- A. Reward, Pay, Post, and Finalize
- **B. Classify, Allocate, Reward, and Pay**
- C. Classify, Allocate, Pay, and Post
- D. Classify, Allocate, Reward, and Post

Answer: B

NEW QUESTION # 44

Your compensation plan has three deposits for one of your payees.

*Deposit 1 has a value of \$2000 with an earning code of Hardware Sales and an earning group of Commission.

*Deposit 2 has a value of \$4500 with an earning code of Router Sales and an earning group of Commission.

*Deposit 3 has a value of \$8000 with an earning code of Sales Bonus and an earning group of Quarterly Bonus.

Given this scenario, how many payments would result from these deposits and for what amounts?

- A. Three payments: Payment 1 for \$2000, Payment 2 for \$4500, and Payment 3 for \$8000
- **B. Two payments: Payment 1 for \$6500 and Payment 2 for \$8000**
- C. Two payments: Payment 1 for \$4500 and Payment 2 for \$10000
- D. One payment for \$14500

Answer: B

NEW QUESTION # 45

Upon receiving a dispute notification, what options are available to the manager in the dispute form? Note: There are 3 correct answers to this question

- A. Delete the dispute.
- B. Create a custom dispute form to address the dispute.
- **C. Reject the dispute.**
- **D. Request more information regarding the dispute.**
- **E. Approve the dispute.**

Answer: C,D,E

NEW QUESTION # 46

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