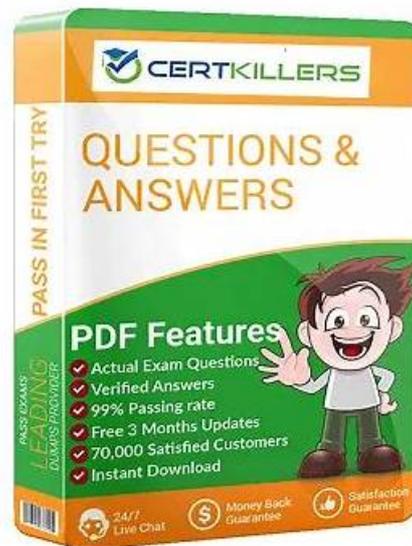


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q48-Q53):

### NEW QUESTION # 48

You have an Employee Central client who wants to calculate the basis, based on employee-specific data. From which of the following areas can you get this data? Note: There are 2 correct answers to this question.

- A. Job relationships
- B. Pay Component non-recurring
- C. Compensation information
- D. Job information

Answer: C,D

### NEW QUESTION # 49

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: C

### NEW QUESTION # 50

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields use a custom calculation and are read-only.
- B. The fields are mapped to import keys uploaded within the UDF and are editable.
- C. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- D. The fields are mapped to import keys uploaded within the UDF and are read-only.

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	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD		6.827

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

- D. Functional only

**Answer: A**

### NEW QUESTION # 52

How is goal payout determined when using the direct payout function type?

- A. The lower amount between the direct payout percentage and the estimated target payout calculation will be used.
- B. The higher amount between the direct payout percentage and the performance maximum payout percentage will be used.
- **C. Direct payout percentage will override normal performance payout calculation.**
- D. The lower amount between the direct payout percentage and the performance minimum payout percentage will be used.

**Answer: C**

### NEW QUESTION # 53

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