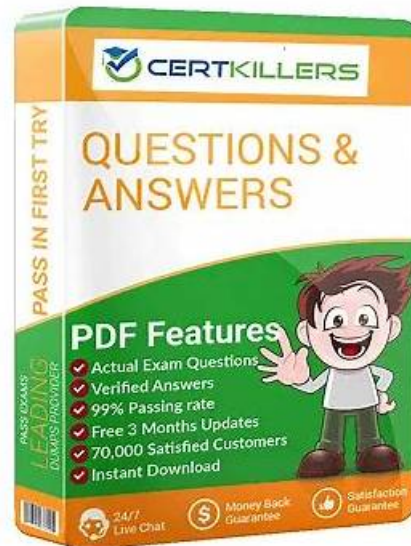


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q31-Q36):

NEW QUESTION # 31

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Use Manager Form Eligibility.
- B. Use Bonus Plan Eligibility.
- C. Include inactive employees.
- **D. Configure multiple rules by EC entity for the program.**
- E. Enable global eligibility rule.

Answer: D

NEW QUESTION # 32

The bonuses of all employees at your client are determined by the following results: 30% Corporate Performance, 30% Country Performance, 40% Individual Achievement. All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee's country. The Individual Achievement comes from a linked performance form's overall result. How would this be configured? Note: There are 2 correct answers to this question.

- **A. Additive plan with two Business Goal sections. Corporate Performance in one Business Goal section, weighted at 30%. Country Performance in other section, weighted at 30%. Individual section weighted at 40%**
- **B. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%**
- C. Additive plan with one Business Goal section. The Business Goal section is weighted 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
- D. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%

Answer: A,B

NEW QUESTION # 33

Where do you set the display order of the business goals?

- A. Design Worksheet
- B. Bonus plan file
- C. Business goals file
- **D. Business goal weights file**

Answer: D

NEW QUESTION # 34

What report requires that worksheets have been launched before it will show results?

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

- D. Employee history gaps

Answer: A

NEW QUESTION # 35

What information should be entered into the varPayProgramName column of the employee history data file?

- A. The background element name
- B. The background type ID
- **C. The plan template name**
- D. The variable pay objective plan ID

Answer: C

NEW QUESTION # 36

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