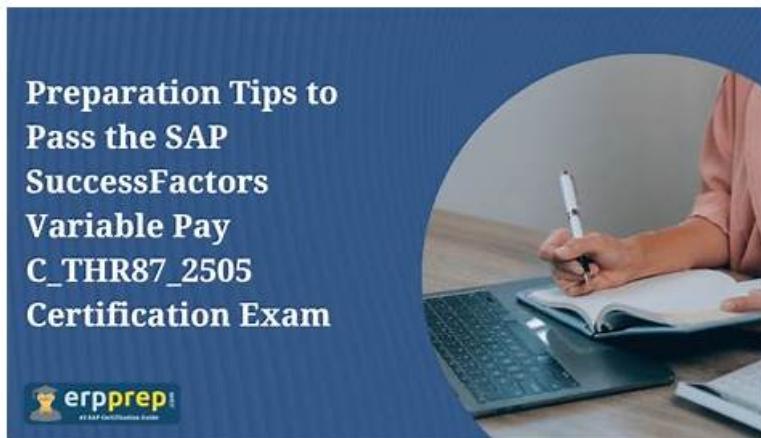


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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q54-Q59):**

### **NEW QUESTION # 54**

How do you ensure that a planner enters an amount within a specific range?

- A. Set min-max to display as guideline pattern.
- B. Configure minimum/maximum guidelines in the plan setup.
- C. Create gates using performanceMin and performanceMax.
- D. Enter values in the minimum/maximum columns on the business goals file.

**Answer: A**

**NEW QUESTION # 55**

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

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

**Answer: B,D,E**

**NEW QUESTION # 56**

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

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

**Answer: D**

**NEW QUESTION # 57**

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

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

**Answer: C**

**NEW QUESTION # 58**

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

- A. Dates later than program dates
- B. Dates earlier than program dates
- C. Dates should NOT be entered
- **D. Dates equal to the program dates**

**Answer: D**

**NEW QUESTION # 59**

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