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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q71-Q76):

NEW QUESTION # 71

Why might you use the check tool? Note: There are 2 correct answers to this question.

- A. To determine if employees are assigned to an appropriate bonus plan
- B. To determine inactive planners in the hierarchy
- C. To determine if goal weights are equal to 100%
- D. To determine if custom fields are reloadable

Answer: B,D

NEW QUESTION # 72

Your customer launched the worksheets and found some employees are NOT appearing. Which reports would you run to troubleshoot the issue? Note: There are 3 correct answers to this question.

- A. Employee History report
- B. Export Users Without Managers
- C. Export Ineligible Users
- D. Aggregate report
- E. Variable Pay Audit report

Answer: A,B,E

NEW QUESTION # 73

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

Answer: D

NEW QUESTION # 74

Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary × bonus target) × company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis × 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.

- A. One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.
- B. Two variable pay programs: one using $\text{Base} \times \text{Business Performance}$ and using $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. The additive plan uses one business goal section weighted at 50%
- C. One variable pay program using $\text{Base} \times \text{Business Performance} \times \text{Individual Performance}$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
- D. One variable pay program that uses $\text{Base} \times (\text{Business Performance} + \text{Individual Performance})$. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual

Answer: A,B

NEW QUESTION # 75

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

- A. Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.
- B. Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings

remain in the performance forms.

- C. Create a specific performance form template for the German employees and have the customer load their ratings into it.
- D. Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.

Answer: B,D

NEW QUESTION # 76

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