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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q20-Q25):

NEW QUESTION # 20
Where do you set the display order of the business goals?

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

Answer: D

NEW QUESTION # 21
Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only Permanent full-time employees are eligible to receive a bonus.
- B. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- C. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- D. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.

Answer: A,C

NEW QUESTION # 22
What task can you complete in Configure Label Names and Visibility?

- A. Relabel employee history fields.
- B. Deactivate form sections.
- C. Create custom fields.
- D. Change field groups.

Answer: B

NEW QUESTION # 23
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. Include inactive employees.
- B. Use Bonus Plan Eligibility.
- C. Use Manager Form Eligibility.
- D. Configure multiple rules by EC entity for the program.
- E. Enable global eligibility rule.

Answer: D

NEW QUESTION # 24

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

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

Answer: D

NEW QUESTION # 25

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