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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q21-Q26):

NEW QUESTION # 21

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

- A. Base x (business performance + team performance + individual performance)
- B. **Base x business performance x team performance x individual performance**
- C. Base x (business performance + individual performance)
- D. **Base x business performance x individual performance**
- E. **Base x business performance**

Answer: B,D,E

NEW QUESTION # 22

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 # 23

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

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

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 type ID
- C. The background element name
- D. **The plan template name**

Answer: D

NEW QUESTION # 25

What is included in the Bonus Payout Details report? Note: There are 3 correct answers to this question.

- A. **Bonus calculation for each employee**
- B. Payout guidelines for each employee
- C. **Multiple rows of payout for each employee**
- D. **Eligibility criteria for each employee**
- E. Total pay items for each employee

Answer: A,C,D

NEW QUESTION # 26

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