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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q49-Q54):

NEW QUESTION # 49
How can you create worksheets where employees have planners outside their line manager hierarchy?

- A. Assign the employees to matrix managers and use matrix managers in the route map.
- B. Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.
- C. Use the custom manager option for assigning employees in the user data file and in the route map.
- D. Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.

Answer: B

NEW QUESTION # 50
What information should be entered into the varPayProgramName column of the employee history data file?

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

Answer: D

NEW QUESTION # 51
Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.

- A. Country
- B. Pay grade
- C. Rating
- D. Job level
- E. Division

Answer: B,C,D

NEW QUESTION # 52
A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date <= Assignment end date. Assignment start date <= PM form end date
- B. PM form start date <= Assignment start date. Assignment start date >= PM form end date
- C. PM form start date >= Assignment end date. Assignment start date <= PM form start date
- D. PM form start date <= Assignment start date. PM form end date <= Assignment end date

Answer: A

NEW QUESTION # 53
The employee history data file import process was completed but returned with errors. Given the information in the screenshot, which column is causing the error message?

- A. The tgtPct column is using decimals.
- B. The endDate column is in mm/dd/yyyy format.
- C. The basis column is using commas.
- D. The country column shows a code rather than a label.

Answer: C

NEW QUESTION # 54

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