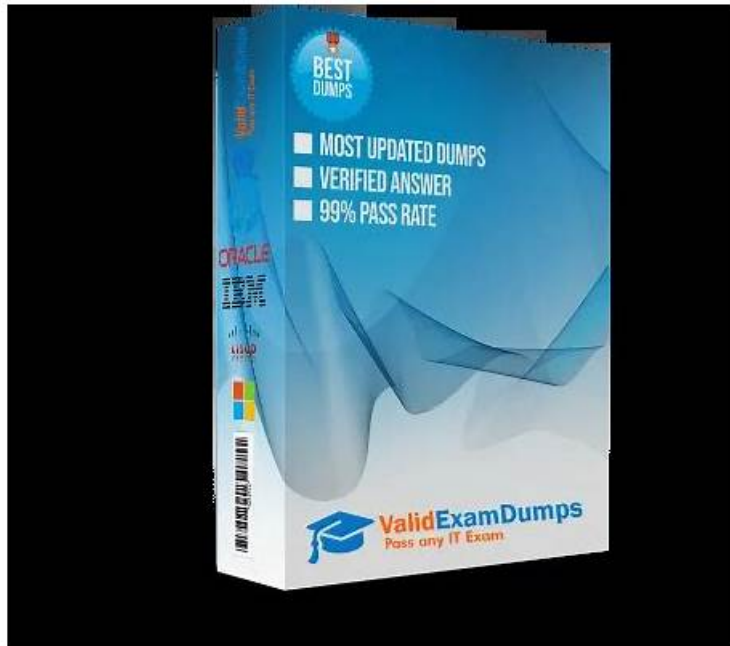


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q13-Q18):

NEW QUESTION # 13

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- A. Percentage fields

- B. Boolean fields
- C. Integer fields
- D. Float fields
- E. Text fields

Answer: C,D,E

NEW QUESTION # 14

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: D

NEW QUESTION # 15

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. $\text{base} \times (\text{business performance} + \text{individual performance})$
- B. $\text{base} \times \text{business performance} \times \text{individual performance}$
- C. $\text{base} \times (\text{business performance} \times \text{individual performance})$
- D. $\text{base} + (\text{business performance} + \text{individual performance})$

Answer: A

NEW QUESTION # 16

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

Answer: A,B,C

NEW QUESTION # 17

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Updating worksheets
- B. Updating business goals
- C. Reloading the goal weights file
- D. Recalculating bonus data

Answer: D

NEW QUESTION # 18

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