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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q60-Q65):

NEW QUESTION # 60

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 # 61

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

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

Answer: D

NEW QUESTION # 62

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

Answer: C,D

NEW QUESTION # 63

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan number format
- **B. Plan ID**
- **C. Plan type**
- **D. Plan name**

Answer: B,C,D

NEW QUESTION # 64

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- **A. Imported from user data file**
- B. Imported from bonus plan
- C. Imported from goal management
- **D. Imported from employee history**

Answer: A,D

NEW QUESTION # 65

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