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

NEW QUESTION # 60

Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

- A. To exclude employees who have given their notice from the bonus payout calculation
- B. To exclude employees who have given their notice from the Variable Pay form
- C. To include inactive users as part of the Variable Pay form
- D. To include inactive users as part of the payout calculation

Answer: A

NEW QUESTION # 61

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. Division
- D. Job level
- E. Rating

Answer: B,D,E

NEW QUESTION # 62

Why might you use the check tool? Note: There are 2 correct answers to this question.

- A. To determine if custom fields are reloadable
- B. To determine if employees are assigned to an appropriate bonus plan
- C. To determine inactive planners in the hierarchy
- D. To determine if goal weights are equal to 100%

Answer: A,C

NEW QUESTION # 63

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

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

Answer: B,C,E

NEW QUESTION # 64

Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

- A. dfid1
- B. vfid5
- C. ifid1
- D. ffid1

Answer: B,D

NEW QUESTION # 65

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