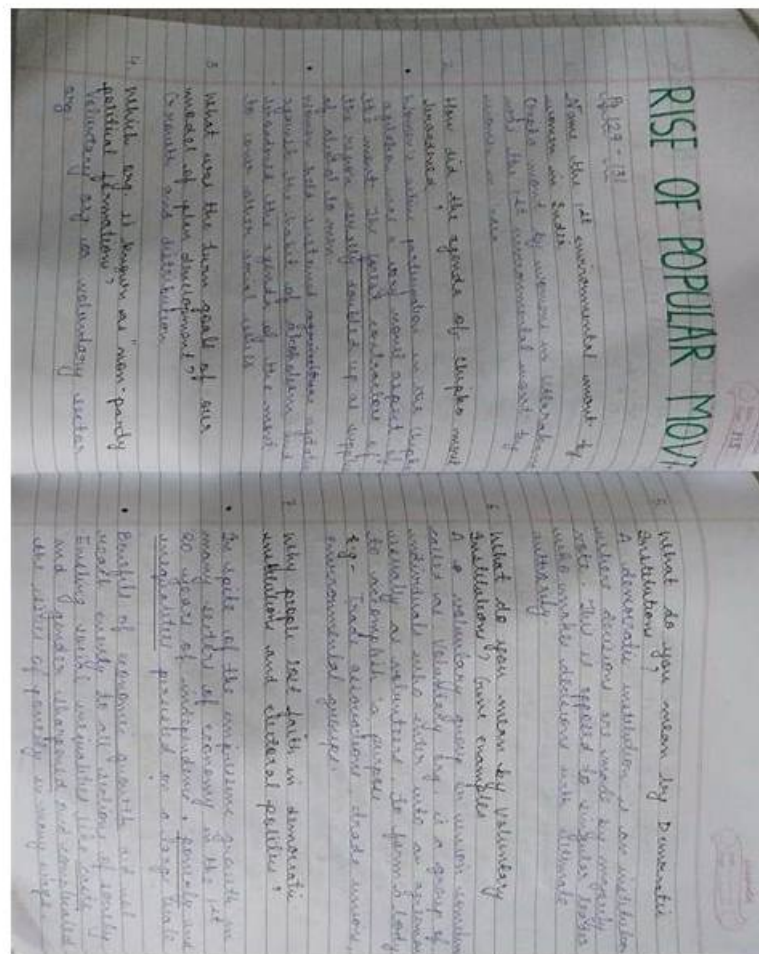


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q37-Q42):

### NEW QUESTION # 37

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 start date. PM form end date <= Assignment 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 end date. Assignment start date <= PM form end date**

**Answer: D**

### NEW QUESTION # 38

Due to some company reorganizations and rapid career advancement, an employee at your client has the following data in Employee Central: On the Variable Pay template, there is a custom string column that is mapped to the Job Title field on the Job Information portlet in Employee Central. The Effective Date of the template is June 1, 2020. The Bonus Period is from January 1, 2020 to December 31, 2020. What is displayed in the Job Title field when the forms are launched?

Effective Date	Department	Job Title	Bonus Plan
June 15, 2019	Sales	Sales Associate	SALES
January 23, 2020	Sales	Sales Advisor	SALES
April 1, 2020	Marketing	Marketing Assistant	MKT
November 23, 2020	Marketing	Marketing Manager	MANAGER

- A. Sales Advisor
- **B. Sales Associate**
- C. Marketing Assistant
- D. Marketing Manager

**Answer: B**

### NEW QUESTION # 39

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Update Goal Result and Update worksheets.
- B. Delete the user from their worksheet and add them back into the worksheet.
- C. Delete the existing worksheet and then launch a new set.
- **D. Calculate Bonus and Update worksheets.**

**Answer: D**

### NEW QUESTION # 40

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

- **A. Compensation profile**
- B. Executive review
- C. Custom views
- D. Field-based permission

**Answer: A**

#### NEW QUESTION # 41

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

**Answer: A,D**

#### NEW QUESTION # 42

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