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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q30-Q35):

NEW QUESTION # 30

One of your employees is moving from their position as a sales representative to an account executive on March 1. Their prior position will be filled by a new hire at a later date. How can you manage this change?

- A. Create a new effective version of the Sales Representative position with a start date of March 1. Remove the employee's name from the Participant field of the Sales Representative position. Create a new effective version of the Account Executive position with a start date of March 1. Add the employee to the participant field in the new version.
- C. Create a new effective version of the sales representative position with a start date of March 1. Remove the employee's name from the Participant field in the new version. Change the Participant field on the Account Executive position to the employee's name.
- B. Remove the employee's name from the Participant field on the Sales Representative position. Change the credit end date on the Sales Representative position to February 28. Add the employee's name to the Participant field on the Account Executive position.
- C. Leave the employee assigned as the Participant for the Sales Representative position. Create a new effective version of the

Account Executive position. Add the employee's name to the Participant field on the Account Executive position. Change the credit start date on the Account Executive Position to March 1.

Answer: A

NEW QUESTION # 31

What are the characteristics of end dating an object? Note: There are 2 correct answers to this question.

- A. You can end date a position or participant version if there is NO results data associated with that version.
- B. If the Credit End and Process End fields on a position extend beyond the effective end date, the position continues to be processed.
- C. If a participant has non-zero results data in a period, you can set the end date for the participant to the last day of the period.
- D. If you end date a position or participant, it is deleted from the system.

Answer: B,D

NEW QUESTION # 32

In SAP Commissions, what is a Position Assignment?

- A. The assignment of a manager to a position
- B. The assignment of a participant to a position
- C. The assignment of a plan to a position
- D. The assignment of a title to a position

Answer: B

NEW QUESTION # 33

Upon receiving a dispute notification, what options are available to the manager in the dispute form? Note: There are 3 correct answers to this question

- A. Approve the dispute
- B. Delete the dispute
- C. Request more information regarding the dispute
- D. Reject the dispute
- E. Accept the dispute

Answer: C,D,E

NEW QUESTION # 34

A sales representative's compensation plan stipulates that for every transaction, the direct manager receives a 2% commission. In addition, the regional manager receives a 1% commission on all transactions from all sales representatives and managers within their given region. Which rule type should you use for this relationship?

- A. Secondary measurement rule
- B. Commission incentive rule
- C. Direct credit rule
- D. Indirect credit rule

Answer: D

NEW QUESTION # 35

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
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