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SAP Certified Associate - SAP SuccessFactors Incentive Management and

Embedded Analytics Sample Questions (Q27-Q32):

NEW QUESTION # 27

What are some best practices when creating a participant? Note: There are 3 correct answers to this question.

- A. Do NOT use the participant's name as a user name/user ID.
- B. End dating participants is always recommended.
- C. With single sign-on, use the position ID used by the company's current systems.
- D. Determine the user name/user ID format before adding participants to the system.
- E. Use a generic date to represent the end of the participant's employment and use this date in rule instead of the termination date.

Answer: C,D,E

NEW QUESTION # 28

Which objects can be versioned? Note: There are 3 correct answers to this question.

- A. Position groups
- B. Positions
- C. Participants
- D. Role types
- E. Titles

Answer: A,B,C

NEW QUESTION # 29

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 # 30

Which of the following tasks can be performed by a payee? Note: There are 2 correct answers to this question.

- A. Create a dashboard
- B. Accept a compensation plan
- C. Raise a compensation dispute
- D. View compensation plans and rules

Answer: B,C

NEW QUESTION # 31

Which of the following are best practices when working with Variables? Note: There are 2 correct answers to this question.

- A. Always leave the Variable default assignment field empty.
- B. Avoid using Variables because they increase processing time.
- C. Set a default assignment for all Variables.
- D. Always use a Variable in a rule instead of a compensation element.

Answer: C,D

NEW QUESTION # 32

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