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

**NEW QUESTION # 37**

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

- A. Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.
- B. Create a specific performance form template for the German employees and have the customer load their ratings into it.
- C. Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.
- D. Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.

**Answer: A,C**

**NEW QUESTION # 38**

Which customer scenarios require the use of multiple variable pay programs? Note: There are 3 correct answers to this question.

- A. The customer is using a different bonus calculation formula.
- B. The customer is using different eligibility rules.
- C. The customer is using a different plan period date range.
- D. The customer has some employees in Employee Central and others in an external system.
- E. The customer is using a different route map.

**Answer: A,C,E**

**NEW QUESTION # 39**

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

- A. Dates earlier than program dates
- B. Dates later than program dates
- C. Dates should NOT be entered
- D. Dates equal to the program dates

**Answer: D**

**NEW QUESTION # 40**

What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

- A. Bonus forecast
- B. Compensation profile
- C. Bonus assignment letter
- D. Variable Pay individual view

**Answer: C**

**NEW QUESTION # 41**

You are implementing an Employee Central-integrated Variable Pay template. The employee has 3 assignment records pulled from Employee Central, each with start and end dates within the bonus period, resulting in NO gaps or overlaps. What is the impact of the 3 assignment records on the payout?

- A. Each record is considered when the employee's bonus payout is calculated and the bonus is prorated based on the dates of each record.
- B. The first record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- C. The last record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.
- D. Each record is considered when the employee's bonus payout is calculated and the bonus is increased by 3X the target.

**Answer: A**

**NEW QUESTION # 42**

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