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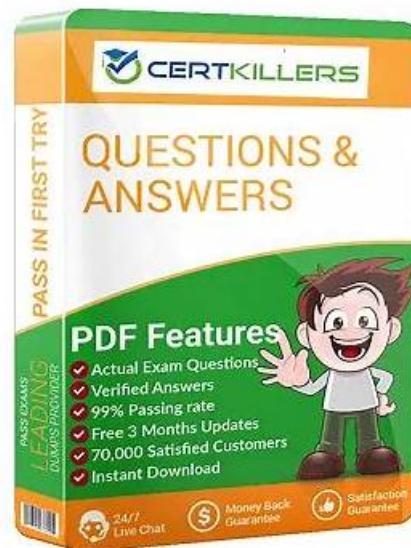
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q23-Q28):

NEW QUESTION # 23
In which file do you specify the relationship between bonus plan and business goals?

- A. Bonus plan data file
- B. Business goals data file
- C. Business goal template
- D. Weights and mappings data file

Answer: D

NEW QUESTION # 24
A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses
$50,000, employees get 50% of their target payout. If the company loses $100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Use the Direct Payout function type and load 40,000 as achievement.
- B. Use the Direct Payout function type and load 100,000 as achievement.
- C. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100
- D. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0

Answer: C

NEW QUESTION # 25
Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Employee History Overlaps report
- B. Bonus Payout Details report
- C. Employee History report
- D. Employee History Gaps report

Answer: D

NEW QUESTION # 26
Which tools can employees use to see the final payout amount awarded to them? Note: There are 3 correct answers to this question.

- A. Personal Compensation Statement Notification
- B. Combined Rewards Statement
- C. Variable Pay Individual View
- D. Variable Pay Rewards Statement
- E. Bonus Assignment Statement

Answer: A,B,D

NEW QUESTION # 27
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 end date. Assignment start date <= PM form end date
- B. PM form start date >= Assignment end date. Assignment start date <= PM form start date
- C. PM form start date <= Assignment start date. PM form end date <= Assignment end date
- D. PM form start date <= Assignment start date. Assignment start date >= PM form end date

Answer: A

NEW QUESTION # 28

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