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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q70-Q75):

### NEW QUESTION # 70

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. No employees are eligible
- B. **All employees are eligible**
- C. Enable Suppress Statement
- D. Enable Guideline Optimization

**Answer: B**

### NEW QUESTION # 71

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

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

**Answer: A**

### NEW QUESTION # 72

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus. Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- C. 2
- D. 3

**Answer: C**

### NEW QUESTION # 73

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan number format
- B. Plan type
- C. Plan ID
- D. Plan name

**Answer: B,C,D**

### NEW QUESTION # 74

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

**Answer: B**

### NEW QUESTION # 75

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