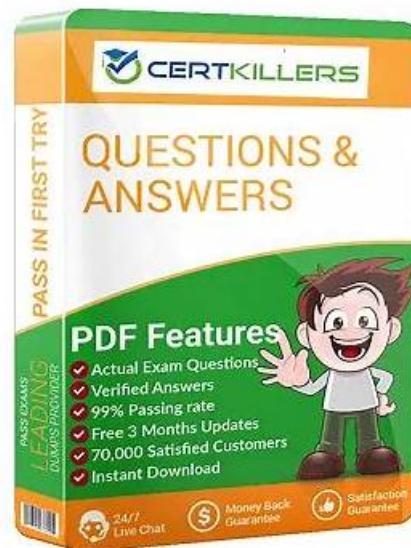


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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q14-Q19):**

### **NEW QUESTION # 14**

Which scenario requires the weights and mappings data file to be reimported?

- A. Update in an employee's assignment date
- B. Update in bonus cap
- C. Change in eligibility rule criteria
- **D. Change in business goal name**

**Answer: D**

### **NEW QUESTION # 15**

A client has three custom fields in their templates and they want to use these fields as plan-level Executive Review filters to help with their analysis. Which of the following is a valid configuration option for this requirement in a non-EC configuration?

- A. The fields use a custom calculation and are read-only.
- B. The fields are mapped to import keys uploaded within the UDF and are editable.
- C. The fields use a lookup table to derive the data based on conditional logic and are read-only.
- **D. The fields are mapped to import keys uploaded within the UDF and are read-only.**

**Answer: D**

### **NEW QUESTION # 16**

You have an Employee Central client who wants to calculate the basis, based on employee-specific data. From which of the following areas can you get this data? Note: There are 2 correct answers to this question.

- A. Pay Component non-recurring
- B. Job relationships
- **C. Compensation information**
- **D. Job information**

**Answer: C,D**

### **NEW QUESTION # 17**

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Division
- **B. Multiplication**
- **C. Addition**
- D. Subtraction

**Answer: B,C**

### **NEW QUESTION # 18**

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- **A. Only Permanent full-time employees are eligible to receive a bonus.**
- B. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.

- C. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- D. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.

Answer: A,C

## NEW QUESTION # 19

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