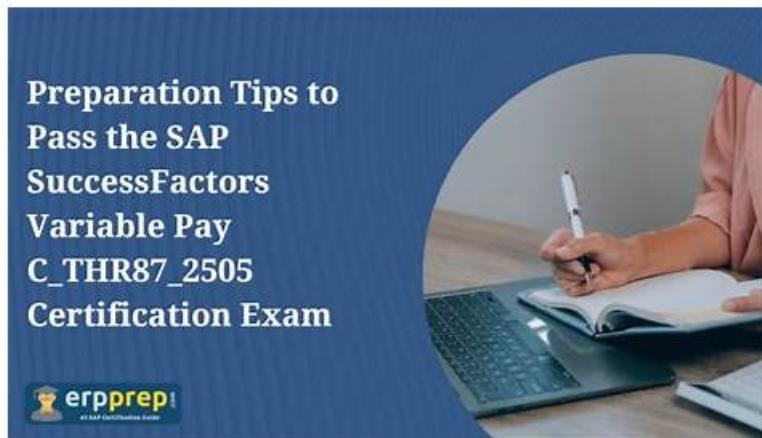


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q74-Q79):

NEW QUESTION # 74

Which of the following areas are impacted when a customer uses flexible payout curves in their Variable Pay plan? Note: There are 2 correct answers to this question.

- A. Guidelines
- B. Lookup values
- C. Reports
- D. Calculations

Answer: C,D

NEW QUESTION # 75

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

Answer: B,D

NEW QUESTION # 76

Which of the following tools can you use to reorder the fields in the Assignment Details section (as shown in the screenshot)?

- A. Succession data model
- B. Configure Label Names and Visibility
- C. Column Designer
- D. Variable Pay XML template

Answer: C,D

NEW QUESTION # 77

Which of the following are standard criteria that can be used to create guidelines in variable pay? Note: There are 3 correct answers to this question.

- A. Job level
- B. Rating
- C. Division
- D. Pay grade
- E. Country

Answer: A,B,D

NEW QUESTION # 78

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: A

NEW QUESTION # 79

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