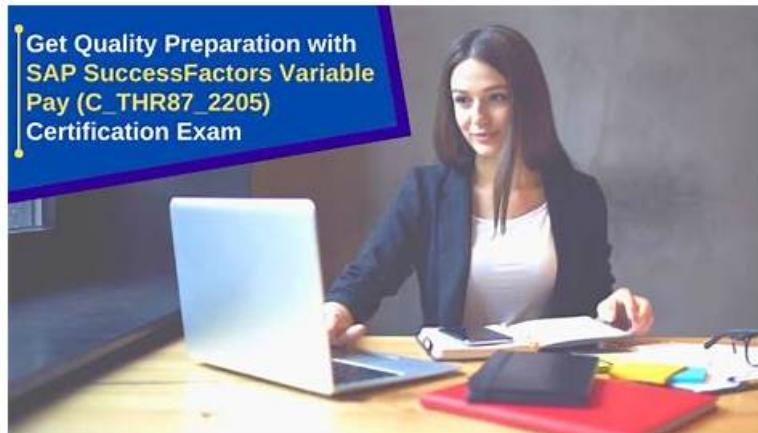


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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q51-Q56):**

### **NEW QUESTION # 51**

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?



USD	SAP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

- A. Functional and User
- B. Functional only
- C. Functional, User, Planner, and Any Currency
- D. Functional, User, and Planner

**Answer: A**

#### NEW QUESTION # 52

In which file do you specify the relationship between bonus plan and business goals?

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

**Answer: D**

#### NEW QUESTION # 53

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

- A. Create eligibility rules to pull historical data from previous plans.
- B. Build an integration with the previous variable pay goal template.
- C. Define compensation period data in the compensation profile.
- D. Configure custom views in plan setup.

**Answer: C,D**

#### NEW QUESTION # 54

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Update eligibility rules to include a bonus plan.
- B. Assign the Business Goal template to the Variable Pay program.
- C. Upload the Business Goal XML template in Provisioning.
- D. Reference the Plan ID in the business goal data file.
- E. Reference the Plan ID in the Bonus Plan file.

**Answer: A,D,E**

#### NEW QUESTION # 55

What task can you complete in Configure Label Names and Visibility?

- A. Create custom fields.
- B. Change field groups.
- C. Deactivate form sections.
- D. Relabel employee history fields.

**Answer: C**

## NEW QUESTION # 56

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