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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q58-Q63):

NEW QUESTION # 58
A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

- A. Dates later than program dates
- B. Dates equal to the program dates
- C. Dates earlier than program dates
- D. Dates should NOT be entered

Answer: B

NEW QUESTION # 59

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Recalculating bonus data
- B. Updating business goals
- C. Updating worksheets
- D. Reloading the goal weights file

Answer: A

NEW QUESTION # 60
Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations? Note: There are 3 correct answers to this question.

- A. Enable global eligibility rule.
- B. Include inactive employees.
- C. Configure multiple rules by EC entity for the program.
- D. Use Manager Form Eligibility.
- E. Use Bonus Plan Eligibility.

Answer: C

NEW QUESTION # 61
Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. Define the Business Unit field as a department in the Succession Data Model XML.
- B. Import business unit data via the employee history data file.
- C. Import business unit data via the user data file.
- D. Define the Business Unit field in the Variable Pay Background Element XML.

Answer: B,D

NEW QUESTION # 62
What feature allows employees to view their individual bonus results even if variable pay forms are still in progress?

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

Answer: D

NEW QUESTION # 63
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