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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors

Variable Pay Sample Questions (Q18-Q23):

NEW QUESTION # 18
A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Delete the existing worksheet and then launch a new set.
- B. Calculate Bonus and Update worksheets.
- C. Update Goal Result and Update worksheets.
- D. Delete the user from their worksheet and add them back into the worksheet.

Answer: B

NEW QUESTION # 19
Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- A. payoutPercentTarget
- B. payoutFunctionType
- C. notes
- D. directPayout

Answer: A

NEW QUESTION # 20
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 employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- B. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- C. Only Permanent full-time employees are eligible to receive a bonus.
- D. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.

Answer: B,C

NEW QUESTION # 21
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. Enable Suppress Statement
- B. No employees are eligible
- C. All employees are eligible
- D. Enable Guideline Optimization

Answer: C

NEW QUESTION # 22
Which scenario requires the weights and mappings data file to be reimported?

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

Answer: A

NEW QUESTION # 23

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