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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q22-Q27):

NEW QUESTION # 22

Which customer scenarios require the use of multiple variable pay programs? Note: There are 3 correct answers to this question.

- A. The customer is using a different route map.
- B. The customer is using a different plan period date range.
- C. The customer has some employees in Employee Central and others in an external system.
- D. The customer is using different eligibility rules.
- E. The customer is using a different bonus calculation formula.

Answer: A,B,E

NEW QUESTION # 23

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

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

Answer: A

NEW QUESTION # 24

Which of the following are payout function types supported in Business Goals? Note: There are 3 correct answers to this question.

- A. Multiplicative
- B. Interpolation
- C. Direct payout
- D. Additive
- E. Step scale

Answer: A,B,C

NEW QUESTION # 25

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

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

Answer: B,D

NEW QUESTION # 26

A performance management (PM) form will be considered a match to an assignment when its period overlaps with the period of the assignment. Which combination of conditions qualifies as "overlap"?

- A. PM form start date <= Assignment start date. PM form end date <= Assignment end date
- B. PM form start date >= Assignment end date. Assignment start date <= PM form start date
- **C. PM form start date <= Assignment end date. Assignment start date <= PM form end date**
- D. PM form start date <= Assignment start date. Assignment start date >= PM form end date

Answer: C

NEW QUESTION # 27

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