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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q37-Q42):

NEW QUESTION # 37

Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

- A. To include inactive users as part of the Variable Pay form
- B. To include inactive users as part of the payout calculation
- C. To exclude employees who have given their notice from the bonus payout calculation
- D. To exclude employees who have given their notice from the Variable Pay form

Answer: C

NEW QUESTION # 38

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

Answer: B,C,D

NEW QUESTION # 39

In which customer scenario do you need to create more than one bonus plan in the same program?

- A. The customer is using multiple bonus calculation formulas.
- B. The customer has multiple route maps.
- C. The customer has multiple plan period date ranges.
- D. The customer has multiple sets of business goals.

Answer: D

NEW QUESTION # 40

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- A. Add employees to the history data file.
- B. Create a rule in Manager Form Eligibility to include employees.
- C. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.
- D. Use an MDF rule instead of importing eligibility rules.

Answer: B,C

NEW QUESTION # 41

From where can you pull fields to assign business goals to employees through the business goals import file?

- A. Employee history fields
- B. Summary level custom reportable fields
- C. Summary level standard fields
- D. Bonus plan weights

Answer: A

NEW QUESTION # 42

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