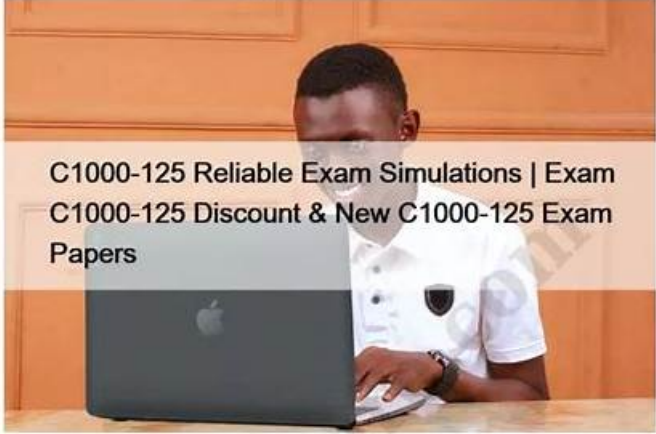


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q13-Q18):

NEW QUESTION # 13

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

Answer: A,B,D

NEW QUESTION # 14

What is the effect of proration rounding?

- A. Allows for the use of "point in time" salary calculations
- B. Forces proration to have X decimal places, where X is configurable
- C. Changes start and/or end date used in BonusCalculation
- D. Rounds proration to a monthly value

Answer: D

NEW QUESTION # 15

The bonuses of all employees at your client are determined by the following results: 30% Corporate Performance, 30% Country Performance, 40% Individual Achievement. All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee's country. The Individual Achievement comes from a linked performance form's overall result. How would this be configured? Note: There are 2 correct answers to this question.

- A. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 50% and Country Performance is weighted 50%
- B. Additive plan with two Business Goal sections. Corporate Performance in one Business Goal section, weighted at 30%. Country Performance in other section, weighted at 30%. Individual section weighted at 40%
- C. Additive plan with one Business Goal section. The Business Goal section is weighted 30% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%
- D. Additive plan with one Business Goal section. The Business Goal section is weighted 60% and the Individual section is weighted 40%. Within the Business Goal section, Corporate Performance is weighted 30% and Country Performance is weighted 30%

Answer: A,B

NEW QUESTION # 16

Your customer, who has offices in the US and Germany, has the following two bonus schemes: Revenue Enabling Bonus, Revenue Generating Bonus. US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: "Corporate Results". US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement.

The only business goal is "Country Results", where the goal achievement differs between the US and Germany. What is the minimum number of bonus plans required to meet this requirement?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

NEW QUESTION # 17

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

Import/Export Legacy Eligibility Rules

Use this page to view, import and export data for bonus eligibility rules

File Name: No file selected

Character Encoding:

Delete all existing records prior to importing new data: ☐

rule	Conditions
Corp	businessUnit=Corporate
BU	businessUnit=Consumer; businessUnit=AudioVideo

- A. This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.
- B. This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.
- C. This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
- D. This employees is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1-December 31.

Answer: D

NEW QUESTION # 18

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