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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q29-Q34):

NEW QUESTION # 29

How can you create worksheets where employees have planners outside their line manager hierarchy?

- A. Assign the employees to matrix managers and use matrix managers in the route map.
- B. Use the custom manager option for assigning employees in the user data file and in the route map.
- C. Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
- **D. Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.**

Answer: D

NEW QUESTION # 30

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

Answer: B,C

NEW QUESTION # 31

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

- A. Upload the Business Goal XML template in Provisioning.
- **B. Reference the Plan ID in the Bonus Plan file.**
- C. Assign the Business Goal template to the Variable Pay program.
- **D. Update eligibility rules to include a bonus plan.**
- **E. Reference the Plan ID in the business goal data file.**

Answer: B,D,E

NEW QUESTION # 32

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- **A. Integer fields**
- B. Boolean fields
- **C. Text fields**
- D. Percentage fields
- **E. Float fields**

Answer: A,C,E

NEW QUESTION # 33

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

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

Answer: C

NEW QUESTION # 34

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