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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q20-Q25):

NEW OUESTION #20

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: D

NEW QUESTION #21

What formula do you use to suppress statements?

- A. if(finalPayout=0, "FALSE", "TRUE")
- B. if(finalPayout=0,"Valid","Invalid")
- C. if(finalPayout=0, "Yes", "No")
- D. if(finalPayout=0,'"')

Answer: A

NEW QUESTION #22

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- A. Complete the Variable Pay forms.
- B. Add the Variable Pay Individual View to the Variable Plan template.
- C. Select Display Live Profile View.
- D. Configure the employee files.
- E. Add the Variable Pay Individual View to the Succession Data Model.

Answer: C,D,E

NEW QUESTION #23

What information should be entered into the varPayProgramName column of the employee history data file?

• A. The plan template name

- B. The background type ID
- C. The background element name
- D. The variable pay objective plan ID

Answer: A

NEW QUESTION #24

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

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

Answer: A,B,C

NEW QUESTION #25

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