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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q11-Q16):

NEW QUESTION # 11

What formula do you use to suppress statements?

- A. `if(finalPayout=0,"Valid","Invalid")`

- B. `if(finalPayout=0,"")`
- C. `if(finalPayout=0, "Yes", "No")`
- D. `if(finalPayout=0,"FALSE","TRUE")`

Answer: D

NEW QUESTION # 12

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees. What data is processed?

- A. Data for all employees when the option "Delete all existing records prior to importing new data" is checked
- B. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- C. Data for employees who are in the administrator's target population
- D. Data for employees who are in the administrator's dynamic group

Answer: A

NEW QUESTION # 13

What does the Enable Guideline Optimization setting do? Note: There are 2 correct answers to this question.

- A. It locks the guideline rule settings so they are un-editable after form launch.
- B. It changes the guidelines so they are updated on the form immediately.
- C. It requires relaunching the form when guidelines are changed during mid-cycle.
- D. It helps render the worksheet faster when there are more than 1,000 guideline formulas.

Answer: B,D

NEW QUESTION # 14

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

Answer: C

NEW QUESTION # 15

In which customer scenarios are multiple bonus plans required in a single program? Note: There are 2 correct answers to this question.

- A. The bonuses of different groups of employees are affected by different business goals.
- B. There is a single business goal applied to Manufacturing and Engineering, but HR is excluded from the bonus process.
- C. In some countries, the bonus is multiplicative, while in others it is additive.
- D. There are only two business goals, but the weighting of the goals varies by employee grade.

Answer: A,D

NEW QUESTION # 16

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