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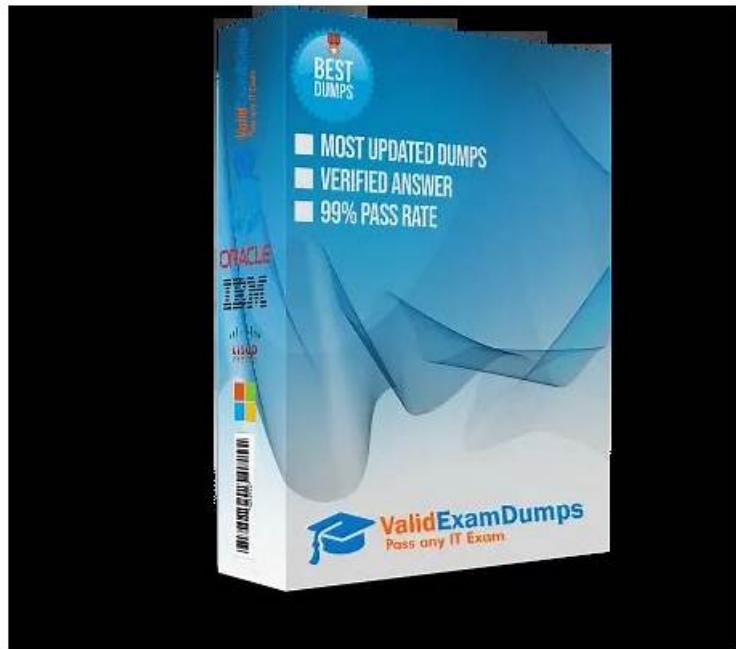
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q67-Q72):

NEW QUESTION # 67
Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.

- B. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- C. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
- D. Only Permanent full-time employees are eligible to receive a bonus.

Answer: B,D

NEW QUESTION # 68

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

- A. All employees are eligible
- B. No employees are eligible
- C. Enable Suppress Statement
- D. Enable Guideline Optimization

Answer: A

NEW QUESTION # 69

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 # 70

Your customer wants to ensure that no employee's bonus exceeds 200% of their bonus target. How can this be achieved?

- A. Use gates on business goals.
- B. Use guidelines where the maximum is set to 200%.
- C. Use a bonus plan multiplier of 200%.
- D. Use bonus plan caps.

Answer: D

NEW QUESTION # 71

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 30% and Country Performance is weighted 30%
- B. 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%
- C. 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%
- D. 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%

Answer: C,D

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