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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q79-Q84):

NEW QUESTION # 79
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 plan period date range.
- B. The customer is using a different route map.
- C. The customer is using different eligibility rules.
- D. The customer has some employees in Employee Central and others in an external system.
- E. The customer is using a different bonus calculation formula.

Answer: A,B,E

NEW QUESTION # 80
Which of the following fields are connected to reserved fields in the Variable Pay Background Element? Note: There are 3 correct answers to this question.

- A. Salary
- B. Target Percentage
- C. Local Currency Code
- D. Variable Pay Program Name
- E. Basis

Answer: C,D,E

NEW QUESTION # 81
Where do you define the payout function type?

- A. Business Goals
- B. Bonus Plan
- C. Business Goal Weights
- D. Background Element

Answer: A

NEW QUESTION # 82
You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

- A. Field-based permission
- B. Compensation profile
- C. Custom views
- D. Executive review

Answer: B

NEW QUESTION # 83
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 "Import file contains assignment history for all employees" is checked
- B. Data for employees who are in the administrator's dynamic group
- C. Data for all employees when the option "Delete all existing records prior to importing new data" is checked
- D. Data for employees who are in the administrator's target population

Answer: C

NEW QUESTION # 84

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