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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q30-Q35):

NEW QUESTION # 30

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses \$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Use the Direct Payout function type and load 100,000 as achievement.
- B. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- C. Use the Direct Payout function type and load 40,000 as achievement.
- D. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100

Answer: D

NEW QUESTION # 31

Your client wants to change the label on a field in the Assignment Details level of their worksheet. Where could you make the change? Note: There are 2 correct answers to this question.

- A. Employee History background element
- B. Column Designer, Assignment Level fields
- C. Custom Views
- D. Column Designer, Entry Level fields

Answer: A,B

NEW QUESTION # 32

Your customer wants to load the final results of business goals to be used in payout calculation. What column from the business goal import file must be used to load the results of each business goal?

- A. payoutFunctionType
- B. directPayout
- C. payoutPercentTarget
- D. notes

Answer: C

NEW QUESTION # 33

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

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

Answer: A

NEW QUESTION # 34

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.

- A. Base x business performance x team performance x individual performance
- B. Base x (business performance + team performance + individual performance)
- C. Base x business performance
- D. Base x business performance x individual performance
- E. Base x (business performance + individual performance)

Answer: A,C,D

NEW QUESTION # 35

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