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

NEW QUESTION # 20

Which Variable Pay report shows employees that have less than the full plan year of eligibility?

- A. Bonus Payout Details report
- B. Employee History report
- C. Employee History Gaps report
- D. Employee History Overlaps report

Answer: C

#### NEW QUESTION # 21

In which ways can the basis be configured in a non-EC integrated plan? Note: There are 2 correct answers to this question.

- A. Imported from user data file
- B. Imported from bonus plan
- C. Imported from goal management
- D. Imported from employee history

Answer: A,D

#### NEW QUESTION # 22

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 employees who are in the administrator's dynamic group
- B. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- 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 # 23

Your customer wants to use its business units to assign goal achievements. What are the first steps to set up this requirement? Note: There are 2 correct answers to this question.

- A. Define the Business Unit field as a department in the Succession Data Model XML.
- B. Import business unit data via the employee history data file.
- C. Define the Business Unit field in the Variable Pay Background Element XML.
- D. Import business unit data via the user data file.

Answer: B,C

#### NEW QUESTION # 24

Your customer launched the worksheets and found some employees are NOT appearing. Which reports would you run to troubleshoot the issue? Note: There are 3 correct answers to this question.

- A. Aggregate report
- B. Variable Pay Audit report
- C. Export Ineligible Users
- D. Employee History report
- E. Export Users Without Managers

Answer: B,D,E

#### NEW QUESTION # 25

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