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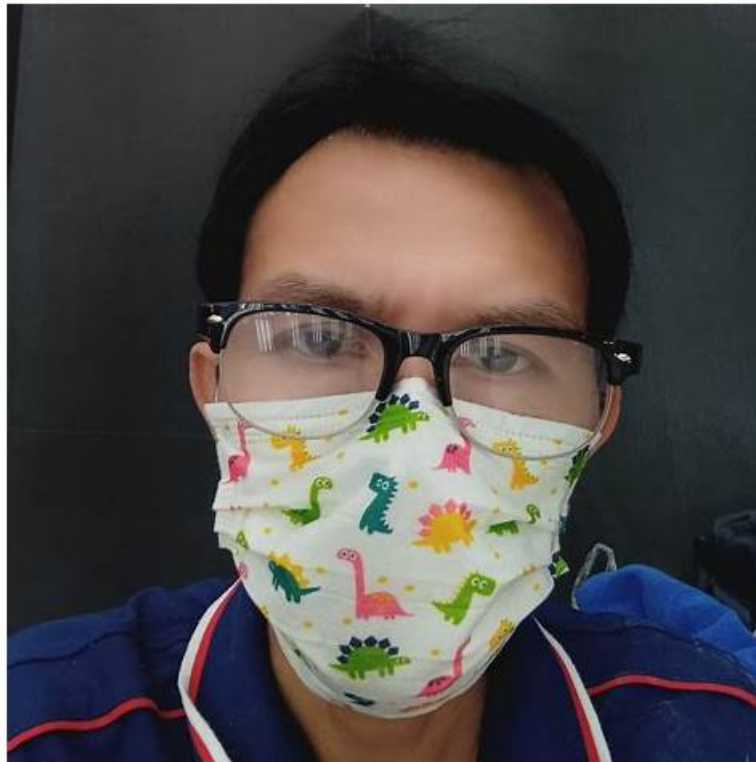
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q15-Q20):

NEW QUESTION # 15
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 sets of business goals.
- C. The customer has multiple plan period date ranges.
- D. The customer has multiple route maps.

Answer: B

NEW QUESTION # 16
Which of the following can be achieved using variable pay gates? Notes: There are 2 correct answers to this question.

- A. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal will payout at 0% unless the Individual performance rating is "Good" or better.
- B. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The entire business goal section will pay out at 50% unless Customer Satisfaction is above target.
- C. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The Individual section is capped to 100% unless the combined payout of the business goals exceeds 75%.
- D. There are three business goals: Revenue, EBITDA, and Customer Satisfaction. The EBITDA goal CANNOT pay more than 100% unless Revenue achieves above target.

Answer: A,B

NEW QUESTION # 17
Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

- A. Text fields
- B. Percentage fields
- C. Integer fields
- D. Float fields
- E. Boolean fields

Answer: A,C,D

NEW QUESTION # 18
What is the difference between additive and multiplicative formulas for bonus calculation with respect to the impact of section weight, payout percent, and payout amount?

- A. Additive formulas use section weights, whereas multiplicative formulas use payout percent.
- B. Additive formulas use payout percent, whereas multiplicative formulas use payout amount multiplied by section weights.
- C. Additive formulas use payout percent, whereas multiplicative formulas use section weights.

Answer: B

NEW QUESTION # 19
From where can you pull fields to assign business goals to employees through the business goals import file?

- A. Summary level custom reportable fields
- B. Bonus plan weights
- C. Summary level standard fields
- D. Employee history fields

Answer: D

NEW QUESTION # 20
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