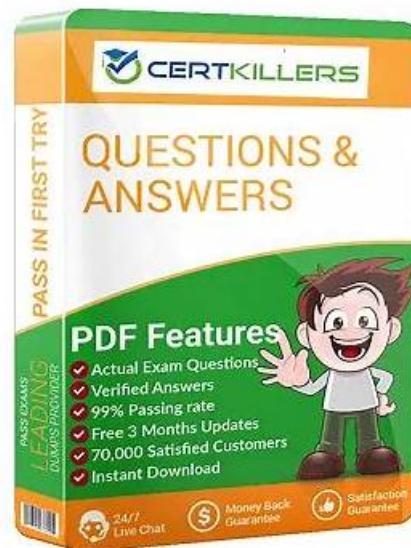


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q64-Q69):

NEW QUESTION # 64

What is the effect of proration rounding?

- A. Changes start and/or end date used in BonusCalculation
- B. Forces proration to have X decimal places, where X is configurable
- C. Allows for the use of "point in time" salary calculations
- **D. Rounds proration to a monthly value**

Answer: D

NEW QUESTION # 65

Your customer has added a new employee to their Employee History. Based on the employee's data, they are eligible for the bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

- A. Reloading the goal weights file
- B. Updating worksheets
- **C. Recalculating bonus data**
- D. Updating business goals

Answer: C

NEW QUESTION # 66

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.

- **A. Add the Variable Pay Individual View to the Succession Data Model.**
- B. Configure the employee files.
- **C. Select Display Live Profile View.**
- D. Complete the Variable Pay forms.
- **E. Add the Variable Pay Individual View to the Variable Plan template.**

Answer: A,C,E

NEW QUESTION # 67

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

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

Answer: B,C,E

NEW QUESTION # 68

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- **A. Plan name**

- B. Plan number format
- C. Plan ID
- D. Plan type

Answer: A,C,D

NEW QUESTION # 69

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