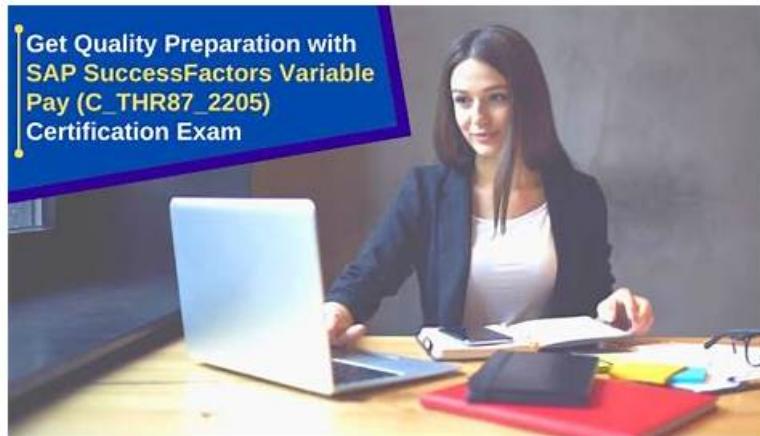


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q75-Q80):

NEW QUESTION # 75

Company XYZ rewards its sales employees based on company and individual performance. Each employee's target bonus is a percentage of their salary. Both company and individual performance are combined, then multiplied by the basis. Employees are assigned weighted goals under company performance (revenue, profit, etc.). Which of the following bonus calculation equations is best to use for this organization?

- A. base x business performance x individual performance
- B. base + (business performance + individual performance)
- C. base x (business performance x individual performance)

- D. base x (business performance + individual performance)

Answer: D

NEW QUESTION # 76

Which mathematical operations can be used with standard bonus calculation equations? Note: There are 2 correct answers to this question.

- A. Multiplication
- B. Subtraction
- C. Addition
- D. Division

Answer: A,C

NEW QUESTION # 77

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

Answer: C

NEW QUESTION # 78

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

Answer: A,B,C

NEW QUESTION # 79

Your client wants to award quarterly bonuses, where the quarters are aligned as follows: Q1: November 1-January 31. Q2: February 1-April 30. Q3: May 1-July 31. Q4: August 1-October 31. Bonuses are paid at the end of each quarter. Which of the following combinations of configuration options would work for this scenario?

- A. Four variable pay templates, with the bonus start and end dates aligned with the customer's dates and employee history to match
- B. One variable pay template with the bonus start date November 1 and end date October 31; employee history is loaded with four records per employee (one per quarter) and bonus paid in full on October 31
- C. Four variable pay templates, with the bonus start and end dates aligned with "traditional" quarter dates and custom columns in the employee history to display the customer's dates
- D. One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%

Answer: C,D

NEW QUESTION # 80

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