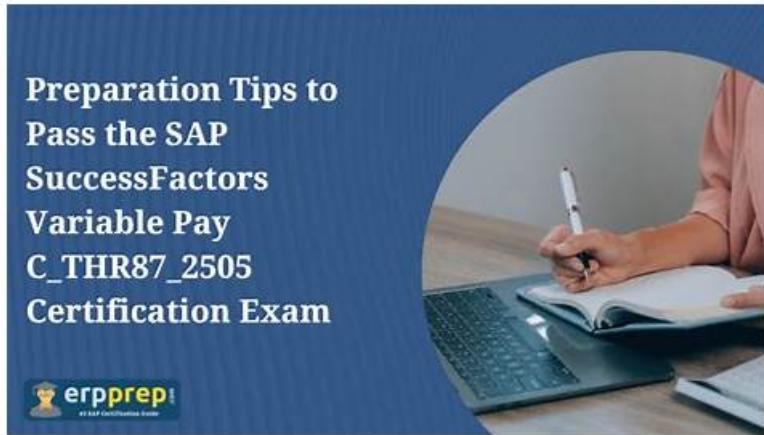


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q34-Q39):

NEW QUESTION # 34

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 # 35

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. Division
- D. Addition

Answer: A,D

NEW QUESTION # 36

What formula do you use to suppress statements?

- A. `if(finalPayout=0,"FALSE","TRUE")`
- B. `if(finalPayout=0, "Yes", "No")`
- C. `if(finalPayout=0, "")`
- D. `if(finalPayout=0,"Valid","Invalid")`

Answer: A

NEW QUESTION # 37

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. Define the Business Unit field in the Variable Pay Background Element XML.
- C. Import business unit data via the employee history data file.
- D. Import business unit data via the user data file.

Answer: B,C

NEW QUESTION # 38

If the Starting Point for Manager Form Eligibility is set to "No employees are eligible", what actions can you take to include employees in the bonus plan? Note: There are 2 correct answers to this question.

- A. Use an MDF rule instead of importing eligibility rules.
- B. Flag employees in the UDF as TRUE in COMPENSATION_ELIGIBLE.
- C. Create a rule in Manager Form Eligibility to include employees.
- D. Add employees to the history data file.

Answer: B,C

NEW QUESTION # 39

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