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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q29-Q34):

NEW QUESTION # 29

You are managing organization data for your implementation.
Which of the following should you keep in mind regarding participants and positions? Note: There are 2 correct answers to this question.

- A. One position can be assigned to multiple participants, but one participant CANNOT be assigned to multiple positions.
- B. If no participant is assigned to a position, the position can still receive compensation.
- C. One participant can be assigned to multiple positions, but one position CANNOT be assigned to multiple participants.
- D. Positions define specific jobs that participants perform within a company.

Answer: C,D

NEW QUESTION # 30
Which of the following is used to aggregate deposits into one payment?

- A. Earning Groups
- B. Event Types
- C. Earning Codes
- D. Position Groups

Answer: A

NEW QUESTION # 31
Which of the following can you do in a deposit rule? Note: There are 2 correct answers to this question.

- A. Prorate a payout for a bonus
- B. Assign an earning group
- C. Put a hold on a deposit until a future period
- D. Aggregate credit amounts over time

Answer: B,C

NEW QUESTION # 32
Your company pays a quarterly bonus one month after the end of each quarter. How would you configure this in the compensation plan?

- A. In the deposit rule, set the hold type to Period Type. Select the option to release this deposit 1 month from now.
- B. In the credit rule, set the hold type to Hold with Condition. Enter a date function to calculate 1 month from the current date.
- C. In the credit rule, set the hold type to Period Type. Select the option to release this credit 1 month from now.
- D. In the deposit rule, set the hold type to Hold with Condition. Enter a date function to calculate 1 month from the current date.

Answer: D

NEW QUESTION # 33
How are released periods used in dashboard configuration? Note: There are 3 correct answers to this question.

- A. The administrator can release periods based on processing units.
- B. Both administrators and payees can release periods.
- C. Payees can view results prior to pipeline completion.
- D. Payees can view dashboards for released periods only.
- E. The administrator can release periods based on calendars.

Answer: A,D,E

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