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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q67-Q72):

NEW QUESTION # 67

Which tools can employees use to see the final payout amount awarded to them?

Note: There are 3 correct answers to this question.

- A. Combined Rewards Statement
- B. Personal Compensation Statement Notification
- C. Variable Pay Rewards Statement
- D. Bonus Assignment Statement

- E. Variable Pay Individual View

Answer: A,B,C

NEW QUESTION # 68

Bonuses for all engineers at your client are calculated as follows: Basis (prorated salary $\times$ bonus target) $\times$ company achievement. Bonuses for all marketing staff at your client are calculated as follows: Basis $\times$ 50% individual achievement + 50% company achievement. How can this be implemented? Note: There are 2 correct answers to this question.

- A. One variable pay program that uses Base $\times$ (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual
- B. One variable pay program that uses Base $\times$ (Business Performance + Individual Performance). Two bonus plans: one with the weighting 100% corporate and the other 50% corporate and 50% individual.
- C. One variable pay program using Base $\times$ Business Performance $\times$ Individual Performance. Two bonus plans: one with the weighting 100% individual and the other 50% corporate and 50% individual.
- D. Two variable pay programs: one using Base $\times$ Business Performance and using Base $\times$ (Business Performance + Individual Performance). The additive plan uses one business goal section weighted at 50%

Answer: B,D

NEW QUESTION # 69

A customer does NOT want the basis to be prorated. In the employee history data file, what dates must the customer enter?

- A. Dates earlier than program dates
- B. Dates later than program dates
- C. Dates equal to the program dates
- D. Dates should NOT be entered

Answer: C

NEW QUESTION # 70

Which of the following fields are connected to reserved fields in the Variable Pay Background Element?

Note: There are 3 correct answers to this question.

- A. Basis
- B. Salary
- C. Variable Pay Program Name
- D. Local Currency Code
- E. Target Percentage

Answer: A,C,D

NEW QUESTION # 71

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 business goals
- C. Recalculating bonus data
- D. Updating worksheets

Answer: C

NEW QUESTION # 72

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