SAP
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay

Questions And Answers PDF Format:

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Version = **Product**

Latest Version: 7.2
Subjects

1. **Eligibility**
2. **Business Goals and Goal Weights**
3. **Reports and Reward Statements**
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10. **Employee History Data and Background Element**

Topic: 1
Eligibility

Question: 1

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee's eligibility?

A. This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
B. This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.
C. This employees is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1-December 31.
D. This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.

Answer: C

Eligibility

Question: 2

Assume a starting point of "All employees are eligible" and all employees will appear on the worksheet regardless of employee history. Why would you use Manager Form Eligibility Rules?

A. To exclude employees who have given their notice from the Variable Pay form
B. To include inactive users as part of the payout calculation
C. To include inactive users as part of the Variable Pay form
D. To exclude employees who have given their notice from the bonus payout calculation

Answer: A

Eligibility

Question: 3

Manager form eligibility rules are written to exclude employees in specific business units.
Based on this information, which setting must be enabled for the plan to include the correct employees?

A. Enable Guideline Optimization
B. Enable Suppress Statement
C. No employees are eligible
D. All employees are eligible

Answer: D

Eligibility

Question: 4

What does the Enable Guideline Optimization setting do?
Note: There are 2 correct answers to this question.

A. It changes the guidelines so they are updated on the form immediately.
B. It requires relaunching the form when guidelines are changed during mid-cycle.
C. It helps render the worksheet faster when there are more than 1,000 guideline formulas.
D. It locks the guideline rule settings so they are un-editable after form launch.

Answer: A, C

Eligibility

Question: 5

Which of the following data files are linked by legacy eligibility rules?
Note: There are 2 correct answers to this question.

A. Employee history data file
B. Bonus plan data file
C. Business goals data file
D. User data file

Answer: A, B

Eligibility

Question: 6

Your customer is using a hybrid variable pay template because Employee Central (EC) has NOT been implemented within the entire company. How will you make sure that eligibility rules apply to both (EC and non-EC) target populations?
Note: There are 3 correct answers to this question.

A. Include inactive employees.
B. Use Bonus Plan Eligibility.
C. Use Manager Form Eligibility.
D. Configure multiple rules by EC entity for the program.
E. Enable global eligibility rule.

Answer: B, D, E

Eligibility

Question: 7

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

A. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
B. Only Permanent full-time employees are eligible to receive a bonus.
C. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
D. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.

Answer: B, D

Eligibility

Question: 8

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. Add employees to the history data file.
D. Create a rule in Manager Form Eligibility to include employees.

Answer: B, D

Topic: 2
Business Goals and Goal Weights

Question: 9

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

Answer: A

Business Goals and Goal Weights

Question: 10

Your customer wants to use business goals in a Variable Pay program. Which actions are needed? Note: There are 3 correct answers to this question.

A. Update eligibility rules to include a bonus plan.
B. Reference the Plan ID in the business goal data file.
C. Assign the Business Goal template to the Variable Pay program.
D. Reference the Plan ID in the Bonus Plan file.
E. Upload the Business Goal XML template in Provisioning.

Answer: A, B, D

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