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Question 1

Question Type: MultipleChoice

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.

Options:

- A- Define the Business Unit field in the Variable Pay Background Element XML.
- B- Import business unit data via the user data file.
- C- Import business unit data via the employee history data file.
- D- Define the Business Unit field as a department in the Succession Data Model XML.

Answer:

A, C

Question 2

Question Type: MultipleChoice

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

Options:

A- Plan name

B- Plan ID

C- Plan number format

D- Plan type

Answer:

A, B, D

Question 3

Question Type: MultipleChoice

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

Options:

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

Answer:

C

Question 4

Question Type: MultipleChoice

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?

Options:

- A-** One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to 25%
- 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 the customer's dates and employee history to match
- D-** 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

Answer:

A, D

Question 5

Question Type: MultipleChoice

Which field types can be added to the variable pay background section? Note: There are 3 correct answers to this question.

Options:

A- Integer fields

- B-** Float fields
- C-** Boolean fields
- D-** Text fields
- E-** Percentage fields

Answer:

A, B, D

Question 6

Question Type: MultipleChoice

You want to see historical payouts initiated through manager self-service from the Variable Pay form. What do you use?

Options:

- A-** Custom views
- B-** Executive review
- C-** Compensation profile

D- Field-based permission

Answer:

C

Question 7

Question Type: MultipleChoice

Your customer has two groups of employees eligible for a variable pay payout: Employees in the US use SAP SuccessFactors performance forms. Employees in Germany have their performance rating in an external system. Ratings for both groups of employees are provided based on the same rating scale. How should you handle this situation? Note: There are 2 correct answers to this question.

Options:

- A-** Export the rating from the US performance forms then load ratings for all eligible employees into the Overall Performance background element of the Employee Profile.
- B-** Import the German ratings into the Overall Performance background element of the Employee Profile. The US ratings remain in the performance forms.
- C-** Export the rating from the US performance forms then load ratings for all eligible employees into a lookup table.

D- Create a specific performance form template for the German employees and have the customer load their ratings into it.

Answer:

A, B

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