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SAP Certified Application Associate - SAP SuccessFactors Variable Pay 1H/2021

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QUESTION 1

Which fields are required in the Employee history data file? There are 3 correct answers to this question.

A. End Date

B. Bonus Target Percentage

C. Start Date

D. Salary

E. Basis

Correct Answer: ACE

QUESTION 2

If a route map is changed after worksheets have already been launched, the changes will: Please choose the correct answer.

A. be reflected on in-progress forms.

B. not make any impact on in-progress forms.

C. create new forms,

D. delete all forms.

Correct Answer: B

QUESTION 3

What is the first step to activate the auditing of variable pay data?4 Please choose the correct answer.

A. Select the fields in the variable pay plan activity audit

B. Schedule the quartz job called Comp Entry Audit Process

C. Enable the Audit setting in provisioning

D. Submit a CO ticket to Customer Success

Correct Answer: D

QUESTION 4

Your customer uses the non-assignment based rating (non-ABR) template. Which sections are used to add assignment-level custom fields?

A. Team section

B. Individual section

C. Business section

D. Employee history data section

E. Entry level section

Correct Answer: ABC

QUESTION 5

How can you use one reward statement to display incentive data from multiple variable pay plans? Please choose the correct answer.

A. This is currently not supported

B. This will require custom reward statement, and need to contact Customer Success

C. Use a Combine Statement template to add multiple plans

D. Use one Statement template and create multiple Variable Pay reward statements

Correct Answer: C

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