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



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Product Version

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Subjects

1. Employee History Data and Background Element
2. Integration Scenarios
3. Eligibility
4. Business Goals and Goal Weights
5. Reports and Reward Statements
6. Bonus Calculation Methods
7. Variable Pay For
8. Managing Clean Core
9. Bonus Plans
10. Variable Pay Program Settings

Topic: 1

Employee History Data and Background Element

Question: 1

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

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

Answer: A

Employee History Data and Background Element

Question: 2

Refer to the screenshot below. When implementing an Employee Central-integrated Variable Pay template, to which of the following does the highlighted Effective Date refer?

The screenshot shows the 'Employee Central Settings' interface. At the top, there is a navigation bar with tabs: 'Plan Setup', 'Manage Worksheets', and 'Complete Compensation Cycle'. Below this is a sub-navigation bar with options: 'Settings', 'Design Worksheet', 'Manage Plan Details', 'Manage Users', 'Forecast Bonus', 'Calculate Bonus', 'Reports', and 'Bonus Assignment Statement'. The main content area is titled 'Employee Central Settings'. Under the 'Worksheet Settings' section, there are two fields: 'Effective Date' and 'Hybrid Template'. The 'Effective Date' field is highlighted with a red box and contains the date '12/31/2018'. The 'Hybrid Template' field is a checkbox that is currently unchecked.

- A. The date published transactions are effective in Employee Central
- B. The date the program ends

- C. The date the program begins
- D. The date the system uses to pull data from Employee Central

Answer: D

Employee History Data and Background Element

Question: 3

The customer keeps getting an error message when calculating the basis.

The custom formula is: "tgtPct salary"

Looking at the background element (see screen shot), what adjustment must be made?

```
<label>Job Grade</label>
</data-field>

<data-field id="jobLocation" field-name="vfld3" max-length="4000">
  <label>Job Location</label>
</data-field>

<data-field id="businessUnit" field-name="vfld4" max-length="4000">
  <label>Business Unit</label>
</data-field>

<data-field id="division" field-name="vfld6" max-length="4000">
  <label>Division</label>
</data-field>

<data-field id="salary" field-name="vfld7" max-length="4000">
  <label>Salary</label>
</data-field>

<data-field id="tgtPct" field-name="vfld8" max-length="4000">
  <label>Target Percent</label>
</data-field>

<data-field id="salary" field-name="vfld7" max-length="4000">
  <label>Salary</label>
</data-field>

<data-field id="tgtPct" field-name="vfld8" max-length="4000">
  <label>Target Percent</label>
</data-field>

<data-field id="basis" field-name="ffld1" max-length="999">
  <label>Target Amount</label>
</data-field>
</background-element>
```

- A. The basis field must be hidden in the background element.
- B. The basis field must be deleted from the background element.
- C. The tgtPct and salary fields must both be float fields.
- D. The tgtPct and salary fields must both be numeric fields.

Answer: D

Employee History Data and Background Element

Question: 4

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.

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

Answer: C, D

Employee History Data and Background Element

Question: 5

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

Answer: A, C, D

Employee History Data and Background Element

Question: 6

A customer updated an employee's assignment date using the employee history editor, but the proration amount remained the same in the worksheet. How can you correct this?

- A. Delete the user from their worksheet and add them back into the worksheet.

- B. Update Goal Result and Update worksheets.
- C. Delete the existing worksheet and then launch a new set.
- D. Calculate Bonus and Update worksheets.

Answer: D

Employee History Data and Background Element

Question: 7

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

- A. Text fields
- B. Percentage fields
- C. Integer fields
- D. Float fields
- E. Boolean fields

Answer: B, C, D

Employee History Data and Background Element

Question: 8

A customer is using a custom formula to calculate the employee basis. What must you do to ensure that the basis calculates correctly?

- A. Delete the Basis field header when importing the employee history data file.
- B. Configure the Basis field to be hidden in the background element.
- C. Configure the Basis field as a custom field in the background element.
- D. Leave the Basis field blank when importing the employee history data file.

Answer: C

Employee History Data and Background Element

Question: 9

What information should be entered into the varPayProgram Name column of the employee history data file?

- A. The plan template name
- B. The background element name
- C. The background type ID

D. The variable pay objective plan ID

Answer: B

Employee History Data and Background Element

Question: 10

Your customer uses role-based permissions. The Variable Pay administrator imports the employee history data file that contains the assignment history for all employees.
What data is processed?

- A. Data for employees who are in the administrator's target population
- B. Data for employees who are in the administrator's dynamic group
- C. Data for all employees when the option "Import file contains assignment history for all employees" is checked
- D. Data for all employees when the option "Delete all existing records prior to importing new data" is checked

Answer: D

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