

SAP.C-THR87-2105.v2022-06-25.q38

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NEW QUESTION: 1

Why would you use manager form eligibility?

Please choose the correct answer.

- A. To include bonus ineligible employees to be visible on varpay form
- B. To include inactive users to be part of payout calculation
- C. To include bonus ineligible employees to be part of payout calculation
- D. To include inactive users to be visible on varpay form

Answer: A (LEAVE A REPLY)

NEW QUESTION: 2

The employee history data file import process was completed but returned with errors.

Given the image below, which column is causing the error message? Please choose the correct answer

- A. The salary column
- B. The endDate column
- C. The basis column
- D. The tgpct column

Answer: C (LEAVE A REPLY)

NEW QUESTION: 3

Basis is referred to as

Please choose the correct answer.

- A. Calculated Individual payout

- B. Bonus target opportunity
- C. Final bonus payout
- D. Section payout amount

Answer: B (LEAVE A REPLY)

NEW QUESTION: 4

In which situation does an employee need to be moved between worksheets? Please choose the correct answer.

- A. Change of bonus plan assignment
- B. Change of reporting manager
- C. Change of performance period
- D. Change of HR manager

Answer: A (LEAVE A REPLY)

NEW QUESTION: 5

The customer wants to include Country as a field in the employee history data file, but does not want it to be visible on the form. Which syntax in the background element will meet this requirement? Please choose the correct answer.

- A. `<data-field id="country" field-name=nfid1 "hidden ="true" max-length="4000" max-file-size-KB="1000"> yj Q <label/> Country</label> </data-field>`
- B. `<data-field id="country" field-name="vfld14" hidden ="true" max-length="4000" max-file-size-KB="1000"> Q <label/> Country</label> <data-field`
- C. `data-field id="country" field-name=Vide" hidden ="true" max-length="4000" max-file-size-KB="1000"> <label/>Country<label/> <data-field`
- D. `<data-field id="country" field-name="wfld5" hidden ="true" max-length="4000n max-file-size-KB=,,1000"> <label/>Country</labels> ' <data-field>`

Answer: (SHOW ANSWER)

NEW QUESTION: 6

Why would you use the background element for variable pay? Please choose the correct answer

- A. To define the fields for bonus plan file
- B. To define the fields for business goals file
- C. To define the fields of variable pay portlet in employee profile
- D. To define the fields for employee history data file

Answer: D (LEAVE A REPLY)

NEW QUESTION: 7

The client has 3 business 3 business goals for their variable pay program: PROFIT. EBITA and NETSALES.

However, If their net sales is less than the payment regardless of performance) and payout will be zero. How can one goal's performance affect the payout of another goal? There are 2 correct answers to this question.

- A. Configuring an eligibility rule
- B. Use IF/THEN logic to modify the payout amount at the assignment level
- C. Using the performance minimum in business goals
- D. Using the gates option for business goals

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 8

You imported the Employee History Data file. The import job was completed with the status "failure record".

What needs to be checked in the Employee History Data file?

- A. Variable Pay Program ID
- B. User name
- C. User ID
- D. Variable Pay Program Name

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 9

What are the different payout function types? There are 3 correct answers to this question.

- A. Indirect
- B. Proration
- C. Interpolation
- D. Direct
- E. Step

Answer: C,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 10

Which variable pay feature ensures that the minimum level of funding is achieved before there is a final payout?

Please choose the correct answer.

- A. Individual guidelines
- B. Performance minimum
- C. Business goal gates
- D. Team guidelines

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 11

Which report definition types are available for variable pay when creating ad hoc reports? There are 2 correct answers to this question.

- A. Business goal details
- B. Aggregate export
- C. Bonus detail
- D. Individual goals

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 12

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

- A. Select the fields in the variable pay plan activity audit
- B. Submit a CO ticket to Customer Success
- C. Enable the Audit setting in provisioning
- D. Schedule the quartz job called Comp Entry Audit Process

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 13

How can worksheets be created with employees reporting to different managers outside of the normal reporting relationship? Please choose the correct answer.

- A. Create a second manager hierarchy and have the template use that hierarchy instead of the reporting hierarchy.
- B. Create worksheets as done in compensation planning and move employees to other managers through employee membership
- C. Use the custom manager option for assigning employees in the data file and in the route map
- D. Assign the employees to matrix managers and use matrix managers in the route map

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

This file defines the display order of business goals on the form. Please choose the correct answer.

- A. Employee History Data
- B. Bonus Plan
- C. Goal weights file
- D. Business Goals file

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 15

An employee appears on a variable pay form with greyed out data. Why does this occur? There are 2 correct answers to this question.

- A. The status of the employee is "inactive".
- B. PM forms for the employee are missing.

- C. The employee is missing in the Employee History data file.
- D. The employee was excluded, according to the Manage Form eligibility rule.

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 16

Which parameters can you use in the "Based On Budget Calculation" section for Variable Pay Program? There are 3 correct answers to this question.

- A. User
- B. Forecast
- C. Group
- D. Results
- E. Template

Answer: A,C,E (LEAVE A REPLY)

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NEW QUESTION: 17

How can an employee's target bonus value get prorated based on the employee's hire date? Please choose the correct answer.

- A. Put the employee's hire date in the startDate for the assignment in the employee history file
- B. Calculate the percent of proration and put that percentage in the SALARY_PRORATING column on the user data file(UDF)
- C. Make sure the SALARY_PRORATING_START_DATE in the user data file(UDF) is the employee's hire date
- D. Set the includeSalaryProrating option to 'true' in the template XML and use date-based proration

Answer: D (LEAVE A REPLY)

NEW QUESTION: 18

Company ABC rewards its sales employees based on company and individual performance. An employee's individual performance is worth 80% of the total payout and business goals are worth 20% of the total payout. The business goals are corporate

revenue, weighted 40% and corporate operating income amount, weighted 60%. The employee target bonus is \$1,000.

Corporate revenue amount 50%

Corporate operating income amount 100%

Target Individual Amount 120%

What is the final bonus payout amount?

Please choose the correct answer.

A. \$1,160

B. \$1,000

C. \$1,120

D. \$960

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 19

A customer does not want the basis to be prorated. In the employee history data file, what dates must the customer enter? Please choose the correct answer.

A. Dates later than program dates

B. Dates equal to the program dates

C. Dates earlier or equal to program dates

D. Dates earlier than program dates

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

In order to assign employees to a bonus plan, what relationships must be maintained?

There are 2 correct answers to this question

A. Assign the eligibility rule to a look up field in Eligibility data file

B. Use a lookup field in the user data file

C. Use a lookup field in the employee history data file

D. Assign the eligibility rule to a look up field in bonus plan data file

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 21

Given the image below , Which employee get all three bonus plans?

A. rmaxxl

B. smormony

C. mhofff

D. JLo1

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

Which of the following are acceptable fields to be used in suppressing statements? There are 2 correct answers to this question.

- A. Custom string fields only
- B. Formula fields with Boolean result "YES" or "NO" value
- C. Standard string fields only
- D. Formula fields with Boolean result "TRUE" or "FALSE" value

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 23

Which setting must remain consistent when configuring variable pay background elements? There are 2 correct answers to this question.

- A. The assignment dates and the program dates must be identical
- B. Background element ID must always start with "varPayEmpHistData"
- C. Target bonus amount must always use "basis" as data field ID
- D. TypeID must always be 24

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Your customer uses Business Goals in a Variable Pay Program. All the necessary configuration is completed.

You have launched the Variable Pay worksheet and the observed BonusPayout is calculated correctly but Business Goals do not appear in the worksheet.

With all necessary permissions given, which file do you need to check?

Please choose the correct answer

- A. Business Goal XML file
- B. Business Goal Weights import file
- C. Variable Pay Program XML file
- D. Business Goals import file

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 25

Your customer wants to round to the nearest tenth for money fields. Which rounding rules can you use? There are 2 correct answers to this question.

- A. #, ###, #
- B. #####, 0
- C. ###, 000
- D. ###, ###

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 26

This file contains the achievement forecasts and results. Please choose the correct answer.

- A. Bonus Plan
- B. Employee History
- C. Business Goals
- D. Goal weights

Answer: C (LEAVE A REPLY)

NEW QUESTION: 27

Your customer uses role-based permissions. The Variable pay administrator imports the Employee History Data which contains the assignment history for all employees Which data is uploaded?

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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 28

Customer variable pay program dates are January 1 to December 31, 2014. Given the screenshot below, what are proration and prorated target amount? Please choose the correct answer.

- A. 75% and 2000 respectively
- B. 25% and 6000 respectively
- C. 75% and 6000 respectively
- D. 25% and 2000 respectively

Answer: C (LEAVE A REPLY)

NEW QUESTION: 29

What must be considered for custom basis formulas? There are 2 correct answers to this question.

- A. Fields to be used in the custom formula must be defined as ffld or ifld fields
- B. The custom formula must use fields from the employee history file
- C. The basis field(Field type ffld) must be used to define the customformula.
- D. The custom formula must use fields from the user data file

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 30

Which configuration options are offered by the column designer? There are 2 correct answers to this question.

- A. Create number format rules
- B. Hide sections
- C. Specify columns and column order
- D. Create custom fields

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 31

What information does the override report provide? Please choose the correct answer.

- A. Identify employees who were moved based on the advanced setting of "Do not override manually updated employees"
- B. Employees who have an amount entered in the field total Final Payout
- C. Employees who have an amount entered which varies from the default guideline amount
- D. Employees who have the section percent values modified from the default

Answer: B (LEAVE A REPLY)

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NEW QUESTION: 32

Which of the following Variable Pay scenarios can you use in feature allows you to configure more than 5 predetermined points of min, I for?

There are 2 correct answers to this question.

- A. Check for inactive planners
- B. Check employees assignment gap
- C. Check for formula configuration
- D. Check to see if employees are assigned to correct bonus plans

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 33

Which steps are necessary to activate the variable pay individual view? There are 3 correct answers to this question.

- A. Select display live profile view after form creation
- B. Add variable pay individual view to variable plan template
- C. Configure employee files
- D. Add variable pay individual view to succession data model
- E. Complete variable pay forms

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

Which field can be updated using only the bonus plan import file?

Please choose the correct answer.

- A. Associate Type
- B. Pool Identifier
- C. Cap Percent
- D. Eligibility Rule

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 35

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

There are 3 correct answers to this question

- A. Team section
- B. Employee history data section
- C. Business section
- D. Entry level section
- E. Individual section

Answer: A,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 36

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. delete all forms.
- D. create new forms.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 37

What are the required fields in the eligibility data file? There are 2 correct answers to this question.

- A. Value
- B. Plan ID

C. Eligibility Rule

D. Rule ID

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

Based on the Eligibility rule in the following screenshot, which employees are eligible for bonus plan B1?

Please choose the correct answer.

A. All employees from division D1 AND D2 with department T1 OR job role J1

B. All employees from division D1 with department T1 AND all employees from division D2 with job role J1

C. All employees from division D1 OR D2 OR department T1 OR with job role J1

D. All employees from division D1 OR D2 with department T1 AND job role J1.

Answer: ([SHOW ANSWER](#))

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