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

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QUESTION 1

The employee history data file import process was completed but returned with errors. Given the image below, which column is causing the error message?

A. The end Date column

B. The salary column

C. The basis column

D. The tgtpct column

Correct Answer: C

QUESTION 2

Which object uses instance synchronization feature? Please choose the correct answer.

A. Variable pay Program template

B. Currency conversion table

C. Lookup table

D. Variable pay statement template

Correct Answer: C

QUESTION 3

Why would you use manager form eligibility? Please choose the correct answer.

A. To include inactive users to be visible on varpay form

B. To include bonus ineligible employees to be visible on varpay form

C. To include bonus ineligible employees to be part of payout calculation

D. To include inactive users to be part of payout calculation

Correct Answer: B

QUESTION 4

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

A. Employee History

B. Goal weights

C. Business Goals

D. Bonus Plan

Correct Answer: C

QUESTION 5

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

A. Employee History

B. Goal weights

C. Business Goals

D. Bonus Plan

Correct Answer: C