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QUESTION 19

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

* Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.
* Only Permanent full-time employees are eligible to receive a bonus.
* Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
* Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.

QUESTION 20

Which steps should you take to activate the Variable Pay Individual View? Note: There are 3 correct answers to this question.
* Add the Variable Pay Individual View to the Succession Data Model.

* Select Display Live Profile View.
* Configure the employee files.
* Add the Variable Pay Individual View to the Variable Plan template.
* Complete the Variable Pay forms.

QUESTION 21

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

userId	varPayEmpHistData	startDate	endDate	varPayProgramName	division	department	country	payGrade	jobTitle
1	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Production FR	FRA	GR-10	Assembly Manager
100009	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Talent Acquisition US	USA	GR-08	Recruiting Manager
100052	varPayEmpHistData	10/12/1996	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst Lead
100083	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-08	Development Manager
100093	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Development Analyst
100095	varPayEmpHistData	01/01/1997	12/31/2015	July Var Pay	Corporate Services	Employee Development US	USA	GR-06	Program Manager
100096	varPayEmpHistData	01/01/2015	12/31/2015	July Var Pay	Manufacturing	Quality Assurance US	USA	GR-06	Inspector
100097	varPayEmpHistData	01/01/2015	02/01/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
100097	varPayEmpHistData	02/02/2015	12/31/2015	July Var Pay	Manufacturing	Operations CN	CHN	GR-10	Quality Assurance Manager
1000971	varPayEmpHistData	03/07/2015	12/31/2015	July Var Pay	Manufacturing	Production DE	DEU	GR-08	Capacity Planning Manager
100112	varPayEmpHistData	01/01/1996	09/29/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100112	varPayEmpHistData	09/30/2015	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	SVP Operations & Maintenance
100113	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Manufacturing	Production US	USA	GR-03	Executive Assistant
100115	varPayEmpHistData	10/17/2012	12/31/2015	July Var Pay	Manufacturing	Operations US	USA	GR-14	VP Operations
100135	varPayEmpHistData	10/03/2011	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-16	President United States
100152	varPayEmpHistData	01/01/2014	12/31/2015	July Var Pay	Corporate Services	Compensation and Benefits US	USA	GR-08	Compensation Manager
100173	varPayEmpHistData	01/01/1996	12/31/2015	July Var Pay	Executive Office	Leadership Team USA	USA	GR-03	Executive Assistant to the President

* The country column shows a code rather than a label.
* The basis column is using commas.
* The endDate column is in mm/dd/yyyy format.
* The tgtPct column is using decimals.

QUESTION 22

Which tools can employees use to see the final payout amount awarded to them?

Note: There are 3 correct answers to this question.
* Variable Pay Individual View
* Personal Compensation Statement Notification
* Variable Pay Rewards Statement
* Bonus Assignment Statement
* Combined Rewards Statement

QUESTION 23

Which bonus plan configuration is available only when using an import file?
* Bonus Plan Name
* Team Section Weight
* Bonus Cap Percentage
* Individual Section Weight

QUESTION 24

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>
```

* The basis field must be hidden in the background element.
* The basis field must be deleted from the background element.
* The tgtPct and salary fields must both be float fields.
* The tgtPct and salary fields must both be numeric fields.

QUESTION 25

What is the effect of proration rounding?
* Rounds proration to a monthly value
* Changes start and/or end date used in BonusCalculation
* Forces proration to have X decimal places, where X is configurable
* Allows for the use of “point in time” salary calculations

QUESTION 26

Your customer, who has offices in the US and Germany, has the following two bonus schemes:

* Revenue Enabling Bonus

* Revenue Generating Bonus

US employees in the Revenue Enabling Bonus scheme are weighted 40% Business Achievement and 60% Personal Achievement, while in Germany, it is 50% for each. They all have the same business goal: “Corporate Results”.

US employees in the Revenue Generating Bonus scheme are weighted 35% Business Achievement and 65% Personal Achievement. The only business goal is “Country Results”, where the goal achievement differs between the US and Germany.

What is the minimum number of bonus plans required to meet this requirement?
* 3
* 2
* 1
* 4

QUESTION 27

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?
* 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
* 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
* Four variable pay templates, with the bonus start and end dates aligned with the customer’s dates and employee history to match
* One variable pay template with the bonus start date November 1 and end date October 31, and the bonus plan multiplier set to

25%

QUESTION 28

From where can you pull fields to assign business goals to employees through the business goals import file?
* Employee history fields
* Summary level standard fields
* Bonus plan weights
* Summary level custom reportable fields

QUESTION 29

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.
* Variable Pay Program Name
* Salary
* Basis
* Local Currency Code
* Target Percentage

QUESTION 30

An employee was part of the Consumer business unit from January 1-July 31 and transferred to the Corporate Support business unit beginning August 1. Based on the screenshot, what can you determine about this employee’s eligibility?

* This employee is eligible for the BU plan for a portion of the plan year, from August 1-December 31.
* This employee is eligible for the BU plan for a portion of the plan year, from January 1-July 31.
* This employees is eligible for the Corp plan from January 1-July 31 and the BU plan from August 1-December 31.
* This employee is eligible for the Corp plan for the entire plan year, from January 1-December 31.

QUESTION 31

Which of the following can you use to explore released APIs?
* SAP Business Accelerator Hub

* SAP Integration Suite
* SAP Application Interface Framework

QUESTION 32

Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.
* dfid1
* ifid1
* vfid5
* ffid1

QUESTION 33

You have an Employee Central client who wants to calculate the basis, based on employee-specific data.

From which of the following areas can you get this data?

Note: There are 2 correct answers to this question.
* Job relationships
* Job information
* Pay Component non-recurring
* Compensation information

QUESTION 34

The bonuses of all employees at your client are determined by the following results:

* 30% Corporate Performance

* 30% Country Performance

* 40% Individual Achievement

All employees have the same result for Corporate Performance, but the result for Country Performance varies based on the employee’s country. The Individual Achievement comes from a linked performance form’s overall result.

How would this be configured?

Note: There are 2 correct answers to this question.
* Additive plan with one Business Goal section
* Additive plan with one Business Goal section
* Additive plan with one Business Goal section
* Additive plan with one Business Goal section
* Additive plan with one Business Goal section
* Additive plan with two Business Goal sections

QUESTION 35

Your customer has added a new employee to their Employee History. Based on the employee’s data, they are eligible for the

bonus plan, but when the customer tries to manually add them to a worksheet, they receive an error that the employee is unable to be added because they are ineligible. What might have been missed?

* Recalculating bonus data
* Reloading the goal weights file
* Updating business goals
* Updating worksheets

QUESTION 36

What is the relationship between goal weights and bonus plans?

* Business goal weights must be created first, before bonus plans are created.;
* Goal weights are required to equal 100% for each bonus plan.
* All bonus plans must have equally weighted business goals.
* Goals are uniquely weighted based on the bonus plan they are assigned to.

QUESTION 37

Your customer wants to ensure that no employee’s bonus exceeds 200% of their bonus target. How can this be achieved?

* Use gates on business goals.
* Use a bonus plan multiplier of 200%.
* Use bonus plan caps.
* Use guidelines where the maximum is set to 200%.

QUESTION 38

The screenshot below is the entire currency conversion table. The functional currency of this customer is USD. Which currency view modes can be used with this table?

USD	GBP	0.6187
USD	CAD	1.0513
USD	JPY	93.0839
USD	EUR	0.6985
USD	CNY	6.827

* Functional only
* Functional, User, Planner, and Any Currency
* Functional and User
* Functional, User, and Planner

QUESTION 39

Manager form eligibility rules are written to exclude employees in specific business units. Based on this information, which setting must be enabled for the plan to include the correct employees?

* Enable Guideline Optimization
* Enable Suppress Statement
* All employees are eligible
* No employees are eligible

QUESTION 40

Which of the following system-standard equations are considered to be multiplicative formulas? Note: There are 3 correct answers to this question.
* Base x (business performance + team performance + individual performance)
* Base x business performance x individual performance
* Base x (business performance + individual performance)
* Base x business performance
* Base x business performance x team performance x individual performance

QUESTION 41

How can you create worksheets where employees have planners outside their line manager hierarchy?
* Use the custom manager option for assigning employees in the user data file and in the route map.
* Create a Second Manager hierarchy and set the template to use this hierarchy instead of the Standard hierarchy.
* Create the worksheets the same as in compensation planning and move employees to other managers through Employee Membership.
* Assign the employees to matrix managers and use matrix managers in the route map.

QUESTION 42

How do you ensure that a planner enters an amount within a specific range?
* Set min-max to display as guideline pattern.
* Create gates using performanceMin and performanceMax.
* Enter values in the minimum/maximum columns on the business goals file.
* Configure minimum/maximum guidelines in the plan setup.

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