

SAP

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SAP Certified Associate – SAP SuccessFactors Incentive Management (fka SAP Commissions)

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Question: 1

Which of the following are characteristics of Credit Types? Note: There are 2 correct answers to this question.

- A. They are a required field on the credit output.
- B. They are used in credits to define Territories.
- C. They are used to identify credits by product or sale type.
- D. They are an optional field within the system.

Answer: AC

Question: 2

What does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- A. The amount of incentive earnings to deposit
- B. The period to make the deposit
- C. The account to deposit into
- D. The aggregation of credits from transactions

Answer: AB

Question: 3

What are some characteristics of a position? Note: There are 2 correct answers to this question.

- A. A position name does NOT have to be unique.
- B. A participant can have multiple positions at a given time.
- C. A position CANNOT have multiple participants at a given time.
- D. A position CANNOT be reused.

Answer: BC

Question: 4

Under which of the following circumstances would you create a Rate Table instead of a Lookup Table?

- A. If you are using step commission
- B. If you are using a Variable
- C. If you need to derive a rate from a formula
- D. If the resulting unit type must be a percent

Answer: A

Question: 5

What can you use a deposit rule for? Note: There are 2 correct answers to this question.

- A. Combine multiple incentives into a single deposit.
- B. Aggregate credit amounts over time.
- C. Put a hold on all or part of a deposit until a future period.
- D. Classify transaction data by product group.

Answer: AC

Question: 6

Your company requires new sales representatives to reach 60 days of employment before receiving any bonus payment. How would you configure this in the compensation plan?

- A. Add a conditional hold to a deposit rule.
- B. Add a conditional hold to a credit rule.
- C. Add a condition to an incentive rule.
- D. Add a condition to a deposit rule.

Answer: A

Question: 7

Which of the following are characteristics of Business Units? Note: There are 2 correct answers to this question.

- A. Business Units control access to Organization Data.
- B. You can assign multiple Business Units to a Processing Unit.
- C. Calculation runs are completed separately for each Business Unit.
- D. You can share reference data across Business Units.

Answer: AB

Question: 8

Which of the following are features of relationships? Note: There are 3 correct answers to this question.

- A. In the Relationships workspace, you CANNOT delete roll types.
- B. In the Relationships workspace, you can create additional roll types and relationships.
- C. A roll relationship is an association of two positions used by SAP Commissions to process rolled values.
- D. As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting relationship by default.
- E. Companies use roll relationships to roll deposits from one position to another.

Answer: CDE

Question: 9

Which of the following pipeline runs creates a new dataset that can be viewed in dashboards?

- A. Reset Data
- B. Validate and Transfer
- C. Approve Calculated Data
- D. Purge Approved Data

Answer: C

Question: 10

Which of the following are characteristics of Variables? Note: There are 2 correct answers to this question.

- A. Once a Variable has been created, the Variable
- B. Variable values can include currency, boolean, or string data types.
- C. Variable assignments made at the position level supersede assignments made at the plan level.
- D. A Variable can be associated with any type of compensation element.

Answer: AC

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