SAP
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SAP Certified Associate - SAP SuccessFactors Incentive Management

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Subjects

1. Pipeline Calculation
2. Organization Data
3. Compensation Plans Rules
4. Embedded Analytics
5. Dashboard Plan Communicator Disputes
6. Administration Security
7. Key Concepts
8. Classification Compensation Elements

Topic: 1
Pipeline Calculation

Question: 1

After running Compensate Pay you discover that a credit contains the wrong value. You determine the issue is caused by an incorrect value in the transaction.
What is the best way to resolve this issue?

A. Manually adjust the value of the transaction re-run Compensate Pay.
B. Manually adjust the value of the transaction re-run the Allocate stage.
C. Manually adjust the value of the credit re-run Compensate Pay.
D. Manually adjust the value of the credit re-run the Allocate stage.

Answer: A

Pipeline Calculation

Question: 2

Which of the following are calculated during the Pay stage of the calculation?

A. Trial balances posted balances
B. Trial payments trial balances.
C. Posted balances finalized balances
D. Posted payments posted balances

Answer: B

Pipeline Calculation

Question: 3

You wish to prevent balances from being carried to the next period. How can you do this?

A. Enable Allow Negative Payments under Global Settings.
B. Run the calculation with the Reward stage deactivated.
C. Enable Allow Negative Payments under System Preferences.
D. Run the calculation with the Pay stage deactivated.

Answer: C

Pipeline Calculation

Question: 4

You wish to move a set of new compensation plans from a development environment to production. What would you do to accomplish this?

A. Export the plan data to a CSV file import the file in the Plans workspace in the production environment.
B. Export the plan data to an XML file run the Import Plan Data pipeline task in the production environment.
C. Export the plan data to an XML file run the Import Data from Stage pipeline task in the production environment.
D. Export the plan data to a CSV file run the Import Plan Data pipeline task in the production environment.

Answer: B

Pipeline Calculation

Question: 5

During which stage of the Compensate Pay sequence are secondary measurements calculated?

A. Pay
B. Reward
C. Classify
D. Allocate

Answer: B

Pipeline Calculation

Question: 6

You have run Compensate Pay notice that one of your payees has a negative amount for the period. Assuming Allow Negative Payments is NOT enabled how will the system manage this amount?

A. The payee will NOT be compensated until the end of the period.
B. The amount will be stored as a payment will offset the payment for the next period.
C. The amount will be stored as a balance will offset the payment for the next period.
D. The payee is responsible for reimbursing the organization for the negative amount.

Answer: C

Pipeline Calculation

Question: 7

What is the purpose of resetting pipeline data?

A. To mark data as reset without deleting it
B. To re-run the Compensation Pay pipeline for the same period
C. To remove pipeline data that is no longer required
D. To clear the data in dashboards

Answer: A

Pipeline Calculation

Question: 8

Which of the following are valid calculation mode types? Note: There are 3 correct answers to this question.

A. Undo post
B. All transactions for all positions
C. Specific position groups
D. All transactions for new modified positions
E. Specific position

Answer: B, C, E

Pipeline Calculation

Question: 9

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

A. Secondary measurement rules
B. Detail deposit rules
C. Indirect credit rules
D. Primary measurement rules
E. Incentive rules

Answer: A, B, E

Pipeline Calculation

Question: 10

Before running Post which of the following is recommended?

A. Run Compensate Pay with Update Analytics to populate dashboards.
B. Review the Classify stage results to ensure accuracy.
C. Run the Pay stage for each position group.
D. Run Compensate Pay in full mode.

Answer: D

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