

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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