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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics



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Product Version

- ✓ **Up to Date products, reliable and verified.**
- ✓ **Questions and Answers in PDF Format.**

Latest Version: 8.1

Subjects

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

Topic: 1

Administration and Security

Question: 1

Which of the following can you accomplish within the Customizations workspace? Note: There are 2 correct answers to this question.

- A. Manage and create variables
- B. Create additional classifier types
- C. Manage and create attributes
- D. Specify if an attribute is required

Answer: B, C

Administration and Security

Question: 2

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

- A. You can assign multiple business units to a processing unit.
- B. Elements that have no assigned business unit are visible to all users.
- C. A user can only be assigned to a single business unit.
- D. Calculation runs are completed separately for each business unit.

Answer: B, D

Administration and Security

Question: 3

One of your payees has locked themselves out of their system.
How can you unlock their account?

- A. In SAP SuccessFactors Incentive Management, go to Security > Users and search for the user. Move the Is Locked switch to the off position.
- B. In SAP SuccessFactors Incentive Management, go to the Participants workspace and search for the payee's record. Move the Is Locked switch to the off position.
- C. In the Incentive Management Portal, go to User Administration and search for the user. Move the Is Locked switch to the off position.
- D. In the Incentive Management Portal, go to the Participants workspace and search for the payee's record. Move the Is Locked switch to the off position.

Answer: A

Administration and Security

Question: 4

You are configuring calculation run preferences for your implementation.
Which of the following should you keep in mind? Note: There are 2 correct answers to this question.

- A. Log Warnings to Database must be enabled to display errors in the Pipeline workspace.
- B. If On Demand Position Processing is set to False, all positions, including inactive ones, are processed.
- C. A zero value in the Minimum Payment Threshold setting indicates there is NO threshold.
- D. If Allow Negative Payments is set to True, then balances are carried forward to the next period.

Answer: B, C

Administration and Security

Question: 5

Your organization has hired a new compensation administrator who needs the same permissions as the existing team members. A role called Comp Admins with the correct permissions exists in the system.
What must you do to give the new hire the same permissions as the rest of the team?

- A. In Incentive Management Portal, go to User Administration and create a new internal user, then assign the user to the Comp Admins role.
- B. In SAP SuccessFactors Incentive Management, go to the Users workspace and create a new user, then assign the user to the Comp Admins role.
- C. In Incentive Management Portal, go to User Administration and create a new admin user, then assign the user to the Comp Admins role.

D. In SAP SuccessFactors Incentive Management, go to the Users workspace and create a new user, then assign the user to the Comp Admins business unit.

Answer: B

Administration and Security

Question: 6

You are running a Compensate and Pay pipeline.

What should you keep in mind regarding the selection of a calendar? Note: There are 3 correct answers to this question.

- A. If processing units are enabled, you must specify the processing unit and the calendar.
- B. Pipelines can be run for any level calendar period.
- C. You must specify the business unit and NOT the calendar.
- D. Pipelines can only be run for leaf-level calendar periods.
- E. You must specify the calendar to be used.

Answer: A, D, E

Administration and Security

Question: 7

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

- A. Multiple calendars can be used only if processing units are enabled.
- B. Leaf periods on a calendar CANNOT contain gaps or overlap.
- C. You CANNOT delete a period once a pipeline has been run for that period.
- D. You can have two rules with the same name, as long as they are on different calendars.

Answer: B, C

Administration and Security

Question: 8

You are configuring a test system. A user would like to receive every e-mail sent by the system. How can you configure this?

- A. In SAP SuccessFactors Incentive Management, go to System Preferences. Disable the following setting Disable Site-wide System Generated E-mails for End Users.

- B. In SAP SuccessFactors Incentive Management, go to System Preferences. Enable the following setting Send Copy (cc) of All System Generated E-mails.
- C. In the Incentive Management Portal, go to Global Settings. Disable the following setting Disable Site-wide System Generated E-mails for End Users.
- D. In the Incentive Management Portal, go to Global Settings. Enter the user's email in the following field: Send Copy (cc) of All System Generated E-mails.

Answer: D

Administration and Security

Question: 9

How does the system behave when the Minimum Payment Threshold setting is populated?

- A. The pipeline will NOT track negative payments as balances once the period is finalized.
- B. The pipeline will NOT generate payments greater than or equal to the payment threshold.
- C. The pipeline will NOT generate payments for held deposits until they are released.
- D. The pipeline will NOT generate payments less than or equal to the payment threshold.

Answer: D

Administration and Security

Question: 10

Which of the following types of data can be managed under Global Values? Note: There are 3 correct answers to this question.

- A. Fixed Values
- B. Event Types
- C. Unit Types
- D. Plan Components
- E. Fixed Value Types

Answer: B, C, E

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