

SAP.C-C4H430-94.v2022-04-20.q26

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NEW QUESTION: 1

What objects does the Organizational Data include? Choose the correct answer.

- A. Fixed Values, Formulas, Lookup Tables, and Rate Tables
- B. Plans, Plan Wizard, Rules, Classifiers, and Models
- C. Positions, Participants, Titles, Relationships, and Positions Groups
- D. Positions, Participants, Titles, and Relationships

Answer: (SHOW ANSWER)

NEW QUESTION: 2

You want to design a plan that credits a transaction to a Position based on specific criteria such as postal codes, customer or product criteria. Which of the following would you use in a Credit Rule? Choose the correct answer.

- A. Classification Rules
- B. Territories
- C. Formulas
- D. Generic Attributes

Answer: B (LEAVE A REPLY)

NEW QUESTION: 3

Which options can you set in the System Preferences workspace? Note: There are 3 correct Answers to this question.

- A. Allow Negative Payments
- B. Prompt Settings

- C. Calculation Settings
- D. User Role Permissions
- E. Audit Logs Retention

Answer: A,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 4

What should you consider when working with multiple currencies? Note: There are 2 correct Answers to this question.

- A. The currency for the pay file
- B. Whether the commissions are stepped or straight
- C. The currency for transactions and quota data
- D. That the system handles conversion rates automatically

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 5

Which of the following are period-based and must be associated with a calendar? Note: There are 2 correct Answers to this question.

- A. User Roles
- B. Results Data
- C. Event Types
- D. Payments and Balances

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

What are the characteristics of end dating an object? Note: There are 2 correct Answers to this question.

- A. You can end date a Position or Participant version, if there are NO results data associated with that version.
- B. If a Participant has non-zero results data in a period, you can end date the Participant or Position for that period.
- C. If you end date a Position or Participant, it is deleted from the system.
- D. If the Credit End and Process End fields on a Position extend beyond the Effective End Date, the Position continues to be processed.

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 7

What is the leaf-level unique identifier in a Category Hierarchy? Choose the correct answer.

- A. Category
- B. Classifier
- C. Root Category

D. Subcategory

Answer: B (LEAVE A REPLY)

NEW QUESTION: 8

What is the result of a Compensate and Pay Pipeline run? Choose the correct answer.

- A. A balance amount to be applied to previous periods
- B. A payroll export file for all Participants
- C. A payment amount for each Position Assignment for the specified period
- D. A reporting extract file for import into an external reporting tool

Answer: C (LEAVE A REPLY)

NEW QUESTION: 9

Territories can be used in which of the following rules? Note: There are 2 correct Answers to this question.

- A. Credit Rules
- B. Deposit Rules
- C. Secondary Measurement Rules
- D. Primary Measurement Rules

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 10

Suppose there are three deposits: Deposit 1 has a value of \$1,000 with an Earning Code of Computer Sales and an Earning Group of Commission. Deposit 2 has a value of \$2,500 with an Earning Code of Software Sales and an Earning Group of Commission. Deposit 3 has a value of \$3,000 with an Earning Code of Sales Bonus and an Earning Group of Quarterly Commissions Bonus. Given this scenario, how many payments would result from these deposits and for what amounts? Choose the correct answer.

- A. Three payments: Payment 1 for \$1,000 and Payment 2 for \$2,500 and Payment 3 for \$3,000
- B. Two payments: Payment 1 for \$4,000 and Payment 2 for \$2,500
- C. One payment for \$6,500
- D. Two payments: Payment 1 for \$3,500 and Payment 2 for \$3,000

Answer: D (LEAVE A REPLY)

NEW QUESTION: 11

Suppose a company requires their new Sales Representatives to reach 60 days of employment before receiving any bonus payment. What is the best type of deposit hold you should use in this particular situation? Choose the correct answer.

- A. Hold with conditions
- B. Release immediately
- C. Indefinite hold

D. Period type

Answer: A (LEAVE A REPLY)

NEW QUESTION: 12

Each Sales Rep receives 5% on each individual sale up to \$10,000. Individual sales over \$10,000 and up to \$15,000 are paid at 10%. Any individual sales over \$15,000 receive 15% commission. Which rule should you use to create this payment structure? Choose the correct answer.

- A. Per Credit Incentive Rule
- B. Bonus Incentive Rule
- C. Indirect Credit Rule
- D. Secondary Measurement Rule

Answer: (SHOW ANSWER)

NEW QUESTION: 13

What is the default order of Pipeline stages? Choose the correct answer.

- A. Classify, Allocate, Reward, and Pay
- B. Classify, Allocate, Reward, Pay, and Validate
- C. Validate, Classify, Allocate, Reward, and Pay
- D. Classify, Validate, Allocate, Reward, and Pay

Answer: A (LEAVE A REPLY)

NEW QUESTION: 14

Which of the following are characteristics of a Rate Table? Note: There are 2 correct Answers to this question.

- A. A Rate Table CANNOT be built with Fixed Values or Formulas.
- B. A Rate Table can be used to calculate per credit or aggregate commissions.
- C. The same Rate Table CANNOT be used in multiple rules.
- D. The same Rate Table can be used to calculate step commissions in one rule and straight commissions in another.

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 15

What are some best practices when terminating a Participant? Note: There are 2 correct Answers to this question.

- A. Change the end date of the Participant record to the termination date.
- B. Use a Generic Date field to hold the end date of the Participant's computation.
- C. Use a Generic Attribute for status to hold the terminated Participant's status.
- D. Delete the Participant record.

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 16

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

- A. Create additional Classifier Types.
- B. Manage and create Variables.
- C. Manage and create attributes.
- D. Create Business Units.

Answer: A,C (LEAVE A REPLY)

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NEW QUESTION: 17

What is the purpose of the User Role security? Note: There are 2 correct Answers to this question.

- A. To manage organizational reporting hierarchy
- B. To manage permissions in workspaces
- C. To manage security within the system interface
- D. To manage the security of the sales organization

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 18

When would you set a termination date for a Participant record? Choose the correct answer.

- A. When you want to delete a Participant from the system
- B. When a Participant NO longer works in an organization
- C. When a Participant changes positions
- D. When you NO longer want the commissions calculation to be processed

Answer: B (LEAVE A REPLY)

NEW QUESTION: 19

What options can you set within the User Preferences workspace? Note: There are 3 correct Answers to this question.

- A. Enable Processing Units
- B. Default Business Unit

- C. Payment Threshold
- D. Default View Data
- E. Prompt Settings

Answer: B,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 20

For which objects can you create a Variable? Note: There are 3 correct Answers to this question.

- A. Rate Table
- B. Territory
- C. Lookup Table
- D. Classifier
- E. Formula

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

Which of the following Pipeline runs creates a new dataset that can be viewed in Dashboards? Choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

What are characteristics of a Secondary Measurement Rule? Note: There are 2 correct Answers to this question.

- A. It uses Territories to aggregate credit values.
- B. It CANNOT be used to produce a calculated result like attainment.
- C. It is used to sum two Primary Measurements.
- D. It can be used to pull results into Dashboards.

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 23

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's type can be changed.
- B. Variable assignments made at the Position level supersede assignments made at the Plan level.
- C. A Variable can only be associated with the same type of compensation element.

D. Variable settings such as Effective Dates, Business Units, and Unit Types must NOT be the same as their associated compensation element.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

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

- A. Dashboards can be created for Custom Calendars.
- B. Dashboards do NOT use Effective Dates.
- C. Dashboards can support only a single Position.
- D. Dashboards can display past and futures dates.

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 25

What determines the date range for which an object version is active or valid in the system? Choose the correct answer.

- A. Audit and Calculation run dates
- B. Effective Start and End dates
- C. Hire and Termination dates
- D. Processing Start and End dates

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 26

A Sales Rep hits their monthly commissions goal of \$5,000. A portion of that is rolled to the Sales Rep's Manager, but does NOT roll to the Sales Rep's Regional Manager. What is this an example of? Choose the correct answer.

- A. Rolling Credits results
- B. Rolling Category Hierarchy results
- C. Rolling Deposit results
- D. Rolling Measurement and Incentives

Answer: ([SHOW ANSWER](#))

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