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SAP C HR890 21

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## QUESTION NO: 1

What are some of the benefits of using Fixed Values? Note: There are 3 correct answers to this question.

- A. They can be effective dated.
- B. They allow you to manage Territories for Positions.
- C. They allow you to preset values for different periods.
- D. They can be referenced in Formulas and Rate Tables.
- E. They allow you to configure step commission calculations.

**ANSWER: A C D**

## QUESTION NO: 2

Which of the following is used to aggregate deposits into one payment?

- A. Earning Groups
- B. Position Groups
- C. Event Types
- D. Earning Codes

**ANSWER: A**

## QUESTION NO: 3

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 NO: 4

If a Processing Unit is enabled, which of the following applies? Note: There are 2 correct answers to this question.

- A. You must run Compensate and Pay before Classify.
- B. You can post an entire period for multiple Processing Units in a single pipeline run.
- C. You CANNOT finalize an entire period for multiple Processing Units in a single pipeline run.
- D. You can finalize a group of positions in a single pipeline run.

**ANSWER: B D**

## QUESTION NO: 5

Your customer requires that inactive participants be purged from the system after one year. Where can you manage this setting?

- A. In Sales Performance Home, modify the Data Privacy policy under General Settings.
- B. In SAP Commissions, modify the purge settings under System Preferences.
- C. In Sales Performance Home, modify the Data Protection policy under Global Settings.
- D. In SAP Commissions, modify the Data Protection policy under System Preferences.

**ANSWER: C**

## QUESTION NO: 6

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

- A. You can have two rules with the same name, as long as they are on different Calendars.
- B. You can change the dates of a period after a Pipeline has been run without causing a disconnect in the results.
- C. Leaf periods on a Calendar CANNOT contain gaps or overlap.
- D. You CANNOT delete a period once a Pipeline has been run for that period.

**ANSWER: C D**

## QUESTION NO: 7

On which levels can you assign a Variable to a compensation element?

- A. Plan, title, default, and Business Unit
- B. Plan, title, position, and default

C. Plan, title, position, and Position Group

D. Plan, title, position, and Business Unit

**ANSWER: B**

## QUESTION NO: 8

What should you avoid when working with titles? Note: There are 2 correct answers to this question.

A. Delete a title when it is no longer in use.

B. Assign the same name to both titles and positions.

C. Assign a compensation plan to a title.

D. Keep the same name of a title over time.

**ANSWER: B**

## QUESTION NO: 9

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

A. Rate Table

B. Lookup Table

C. Classifier

D. Territory

E. Formula

**ANSWER: A B D**

## QUESTION NO: 10

Which of the following is a characteristic of a compensation plan?

A. It determines how transactions and orders are paid out to participants.

B. It contains the organizational structure in a hierarchy.

C. It contains the data privacy guidelines for the organization.

D. It generates compensation results organized by Business Unit.

**ANSWER: A D**