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C_HR890_21 Exam Certification Details:

Exam:80 questionsCut Score:71%Level:AssociateSub-solution:SuccessFactorsLanguages:EnglishSample Questions: SAP C_HR890_21 Exam Sample Question

NO.13 Which of the following are calculated during the Pipeline Pay stage? Note: There are 2 correct answers to this question.
* Trial balances
* Trial payments
* Final payments
* Final balances

NO.14 For which account can you set up and manage specific default preferences?

* Any user account in the system
* Any user for which you are a proxy
* Your user account only
* The administrator account only

NO.15 Which of the following are characteristics of Calendars? Note: There are 2 correct answers to this question.
* You can have two rules with the same name, as long as they are on different Calendars.
* You can change the dates of a period after a Pipeline has been run without causing a disconnect in the results.
* Leaf periods on a Calendar CANNOT contain gaps or overlap.
* You CANNOT delete a period once a Pipeline has been run for that period.

NO.16 What is the purpose of resetting pipeline data?
* To provide a faster version of the deferred reset
* To re-run the Compensation and Pay pipeline for the same period
* To mark data as reset without deleting it
* To remove pipeline data that is NO longer required

NO.17 What objects does the organization data include?
* Positions, participants, titles, relationships, and Positions Groups
* Fixed Values, Formulas, Lookup Tables, and Rate Tables
* Positions, participants, titles, and relationships
* Plans, plan wizard, rules, classifiers, and models

NO.18 Which of the following are valid Pipeline mode types? Note: There are 3 correct answers to this question.
* Process all transactions for new and modified positions
* Specific Position Groups
* Process all transactions for all positions
* Reverse all transactions for all positions
* Specific position

NO.19 Which of the following stages make up the Compensate and Pay sequence of the pipeline?
* Classify, Allocate, Reward, and Post
* Classify, Allocate, Reward, and Pay
* Classify, Allocate, Pay, and Post
* Reward, Pay, Post, and Finalize

NO.20 What should you avoid when working with titles? Note: There are 2 correct answers to this question.
* Delete a title when it is no longer in use.
* Assign the same name to both titles and positions.
* Assign a compensation plan to a title.
* Keep the same name of a title over time.

NO.21 You want to design a plan that credits a transaction to a position based on specific criteria such as postal codes, customer or product criteri a. Which of the following would you use in a credit rule?
* Classification rules
* Generic attributes
* Territories
* Formulas

NO.22 How are Rate Tables different from Lookup Tables? Note: There are 2 correct answers to this question.

* Rate Tables CANNOT handle step commissions. Lookup Tables can handle step commissions.
* Rate Tables have a single dimension. Lookup Tables can have more than one dimension.
* Rate Tables can be effective dated. Lookup Tables CANNOT be effective dated, but each cell in the matrix can be effective dated.
* Rate Tables can be used in any rule. Lookup Tables can be used only in incentive rules.

NO.23 Which of the following is an accurate statement regarding the pipeline?
* It requires a separate process to populate dashboards.
* It can generate payments, but NOT balances.
* A schedule of recurring pipeline runs can be configured in the user interface.
* It is the processing engine that performs calculations.

NO.24 Which of the following features of SAP Commissions contribute to upholding data privacy regulations? Note: There are 2 correct answers to this question.
* Block an individual position from a purge.
* Automatically purge customer data.
* Set the retention period for purge jobs.
* Block an individual participant from a purge.

NO.25 Which of the following are features of relationships? Note: There are 3 correct answers to this question.
* In the Relationships workspace, you CANNOT delete roll types.
* In the Relationships workspace, you can create additional roll types and relationships.
* A roll relationship is an association of two positions used by SAP Commissions to process rolled values.
* As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting relationship by default.
* Companies use roll relationships to roll deposits from one position to another.

NO.26 Which of the following tasks can be completed in the Customizations workspace?
* Rename a Position Group.
* Add a locale.
* Create additional classifier types.
* Make an attribute required.

NO.27 Upon receiving a dispute notification, what options are available to the manager in the dispute form? Note: There are 3 correct answers to this question
* Create a custom dispute form to address the dispute.
* Reject the dispute.
* Delete the dispute.
* Approve the dispute.
* Request more information regarding the dispute.

NO.28 One of your employees is moving from their position as a sales representative to an account executive on March 1. Their prior position will be filled by a new hire at a later date. How can you manage this change?
* Create a new effective version of the sales representative position with a start date of March

1. Remove the employee’s name from the Participant field in the new version. Change the Participant field on the Account Executive position to the employee’s name.
* Create a new effective version of the Sales Representative position with a start date of March

1. Remove the employee’s name from the Participant field of the Sales Representative position. Create a new effective version of the Account Executive position with a start date of March 1.Add the employee to the participant field in the new version.

* Leave the employee assigned as the Participant for the Sales Representative position. Create a new effective version of the Account Executive position. Add the employee’s name to the Participant field on the Account Executive position.Change the credit start date on the Account Executive Position to March 1.
* Remove the employee’s name from the Participant field on the Sales Representative position.Change the credit end date on the Sales Representative position to February 28. Add the employee’s name to the Participant field on the Account Executive position.

NO.29 Which of the following objects can be used to define a Territory? Note: There are 2 correct answers to this question.
* Classifiers
* Categories
* Advanced queries
* Credit Types

NO.30 Before running the Post-Calculation stage, which of the following is recommended?
* Review the Classify stage results to ensure accuracy.
* Run Compensate and Pay in full mode.
* Review the verbose log files.
* Run the Finalize stage to prevent compensation from being paid.

NO.31 It is the end of the month and you have already run Compensate and Pay. Several additional transactions come through at the last minute. What should you do before you run Post?
* Close the period by running Finalize.
* Run the pipeline in Incremental Mode.
* Leave the transactions for the next month.
* Run the pipeline in Full Mode.

NO.32 Under which of the following circumstances would you create a Rate Table instead of a Lookup Table?
* If you are using step commission
* If you are using a Variable
* If you need to derive a rate from a formula
* If the resulting unit type must be a percent

NO.33 What are some of the benefits of using Fixed Values? Note: There are 3 correct answers to this question.
* They can be effective dated.
* They allow you to manage Territories for Positions.
* They allow you to preset values for different periods.
* They can be referenced in Formulas and Rate Tables.
* They allow you to configure step commission calculations.

NO.34 Which of the following are advantages to using compensation elements in rules? Note: There are 3 correct answers to this question.
* They allow you to create and save advanced queries.
* They allow the encapsulation of data in distinct objects.
* They can be reused in multiple rules.
* They are effective dated, which simplifies change management.
* They can be used as placeholders to make compensation rules more flexible.

NO.35 When would you set a termination date for a participant record?
* When you want to delete a participant from the system
* When you NO longer want the commissions calculation to be processed

* When a participant changes positions
* When a participant is leaving an organization

NO.36 For which objects can you create a Variable? Note: There are 3 correct answers to this question.
* Rate Table
* Lookup Table
* Classifier
* Territory
* Formula

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