

## SAP.C\_HR890\_21.v2023-06-06.q28

Exam Code:	C_HR890_21
Exam Name:	SAP Certified Application Associate - SAP Commissions
Certification Provider:	SAP
Free Question Number:	28
Version:	v2023-06-06
# of views:	602
# of Questions views:	280
<a href="https://www.dumpsdb.com/dumps/SAP/C_HR890_21/SAP.C_HR890_21.v2023-06-06.q28">https://www.dumpsdb.com/dumps/SAP/C_HR890_21/SAP.C_HR890_21.v2023-06-06.q28</a>	

### NEW QUESTION: 1

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

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

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

### NEW QUESTION: 2

What is a best practice regarding rolling results data?

- A. Roll at the measurement or incentive level.
- B. Create multiple plans with a variety of formulas to roll results data.
- C. Use a Variable any time you create a roll relationship.
- D. Roll at the direct credit level.

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

### NEW QUESTION: 3

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

- A. The same Rate Table CANNOT be used in multiple rules.
- B. The same Rate Table can be used to calculate both step and straight commissions.
- C. A Rate Table CANNOT be built with Fixed Values or Formulas.

D. A Rate Table can be used to calculate per-credit or aggregate commissions.

**Answer: B,D (LEAVE A REPLY)**

**NEW QUESTION: 4**

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

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

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 5**

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

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

**Answer: B,D (LEAVE A REPLY)**

**NEW QUESTION: 6**

What is the purpose of a primary measurement rule?

- A. To calculate monthly attainment
- B. To determine the deposit amount
- C. To aggregate a position assignment's credits
- D. To allocate classified transaction data

**Answer: C (LEAVE A REPLY)**

**NEW QUESTION: 7**

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?

- A. 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.
- B. 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.

**C.** 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.

**D.** 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.

**Answer:** ([SHOW ANSWER](#))

### **NEW QUESTION: 8**

A sales representative earns a monthly commission of \$5000. A portion of that is rolled to the sales representative's manager, but does NOT roll to the sales representative's regional manager. What is this an example of?

**A.** Rolling measurement and incentives

**B.** Rolling credits results

**C.** Rolling category hierarchy results

**D.** Rolling deposit results

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

### **NEW QUESTION: 9**

For which of the following audiences can you create a dashboard? Note: There are 3 correct answers to this question.

**A.** All payees with the same compensation plan

**B.** All payees with the same position

**C.** All payees with the same title

**D.** All payees in the same Business Unit

**E.** All payees in the organization

**Answer:** ([SHOW ANSWER](#))

### **NEW QUESTION: 10**

Under which of the following circumstances would you create a Rate Table instead of a Lookup Table?

**A.** If you need to derive a rate from a formula

**B.** If the resulting unit type must be a percent

**C.** If you are using step commission

**D.** If you are using a Variable

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

### **NEW QUESTION: 11**

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:** ([SHOW ANSWER](#))

**NEW QUESTION: 12**

Your company requires new sales representatives to reach 60 days of employment before receiving any bonus payment. How would you configure this in the compensation plan?

- A. Add a condition to a deposit rule.
- B. Add a conditional hold to a deposit rule.
- C. Add a conditional hold to a credit rule.
- D. Add a condition to an incentive rule.

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 13**

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

- A. If you end date a position or participant, it is deleted from the system.
- B. You can end date a position or participant version if there is NO results data associated with that version.
- C. If a participant has non-zero results data in a period, you can set the end date for the participant to the last day of the period.
- 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:** ([SHOW ANSWER](#))

**NEW QUESTION: 14**

Which objects can be versioned? Note: There are 3 correct answers to this question.

- A. Role types
- B. Titles
- C. Position groups
- D. Positions
- E. Participants

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

**NEW QUESTION: 15**

Each sales transaction contains the name of the position to be compensated for a sale. Which type of rule would you create to allocate the transaction?

- A. A direct credit rule that references a Territory.

- B. A direct credit rule using pre-assigned transactions.
- C. An indirect credit rule that references a Territory.
- D. An indirect credit rule using pre-assigned transactions.

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 16**

Which of the following are advantages to using compensation elements in rules? Note: There are 3 correct answers to this question.

- A. They are effective dated, which simplifies change management.
- B. They can be reused in multiple rules.
- C. They allow the encapsulation of data in distinct objects.
- D. They allow you to create and save advanced queries.
- E. They can be used as placeholders to make compensation rules more flexible.

**Answer: A,B,C (LEAVE A REPLY)**

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#### **NEW QUESTION: 17**

When creating an Incentive Rule that calculates a commission that accelerates when a payee reaches 100% attainment, which of the following objects should you use to reference the commission rate?

- A. A Rate Table
- B. A Fixed Value
- C. A Rate Table Variable
- D. A Fixed Value Variable

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 18**

Which of the following tasks can be completed in the Customizations workspace?

- A. Rename a Position Group.
- B. Make an attribute required.
- C. Add a locale.
- D. Create additional classifier types.

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 19**

Which of the following are calculated during the Pipeline Pay stage? Note: There are 2 correct answers to this question.

- A. Trial payments
- B. Final payments
- C. Trial balances
- D. Final balances

**Answer: A,C (LEAVE A REPLY)**

**NEW QUESTION: 20**

How are released periods used in dashboard configuration? Note: There are 3 correct answers to this question.

- A. Payees can view results prior to pipeline completion.
- B. The administrator can release periods based on Processing Units.
- C. Payees can view dashboards for released periods only.
- D. The administrator can release periods based on calendars.
- E. Both administrators and payees can release periods.

**Answer: B,C,D (LEAVE A REPLY)**

**NEW QUESTION: 21**

Which of the following most accurately describes a payee?

- A. An entity who is a user in SAP Commissions.
- B. An employee or external entity who receives incentive compensation.
- C. The assignment of a participant to a position for a period of time.
- D. A unique job role in an organization.

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 22**

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

- A. Prompt Settings
- B. Default Business Unit
- C. Default View Data
- D. Payment Threshold
- E. Enable Processing Units

**Answer: A,B,C (LEAVE A REPLY)**

**NEW QUESTION: 23**

Which of the following objects can be used to define a Territory? Note: There are 2 correct answers to this question.

- A. Categories
- B. Classifiers
- C. Credit Types
- D. Advanced queries

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

#### **NEW QUESTION: 24**

What is the purpose of resetting pipeline data?

- A. To re-run the Compensation and Pay pipeline for the same period
- B. To provide a faster version of the deferred reset
- C. To mark data as reset without deleting it
- D. To remove pipeline data that is NO longer required

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

#### **NEW QUESTION: 25**

Your organization runs Compensate and Pay daily. You would like to update the data in your payee dashboards every Sunday night. What would be the best way to do this?

- A. Enable Released Periods.Schedule Compensate and Pay to run weekly. Schedule Purge Approved Data to run Sunday night.
- B. Enable Use Approved Calculated Data Only.Schedule Compensate and Pay to run daily.Schedule Purge Approved Data to run Sunday night.
- C. Enable Use Approved Calculated Data Only.Schedule Compensate and Pay to run daily.Schedule Approve Calculated Data to run Sunday night.
- D. Enable Released Periods.Schedule Compensate and Pay to run daily.Schedule Approve Calculated Data to run Sunday night.

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

#### **NEW QUESTION: 26**

Which of the following are characteristics of Processing Units? Note: There are 3 correct answers to this question.

- A. You can delete Processing Units after a Pipeline has been run.
- B. You can use Processing Units to process subsets of data.
- C. You can assign only one Business Unit to each Processing Unit.
- D. You can create as many Processing Units as needed.
- E. Calculation runs are completed separately for each Processing Unit.

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

#### **NEW QUESTION: 27**

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?

- A. Run the pipeline in Incremental Mode.
- B. Run the pipeline in Full Mode.
- C. Close the period by running Finalize.
- D. Leave the transactions for the next month.

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

**NEW QUESTION: 28**

When would you set a termination date for a participant record?

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

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

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