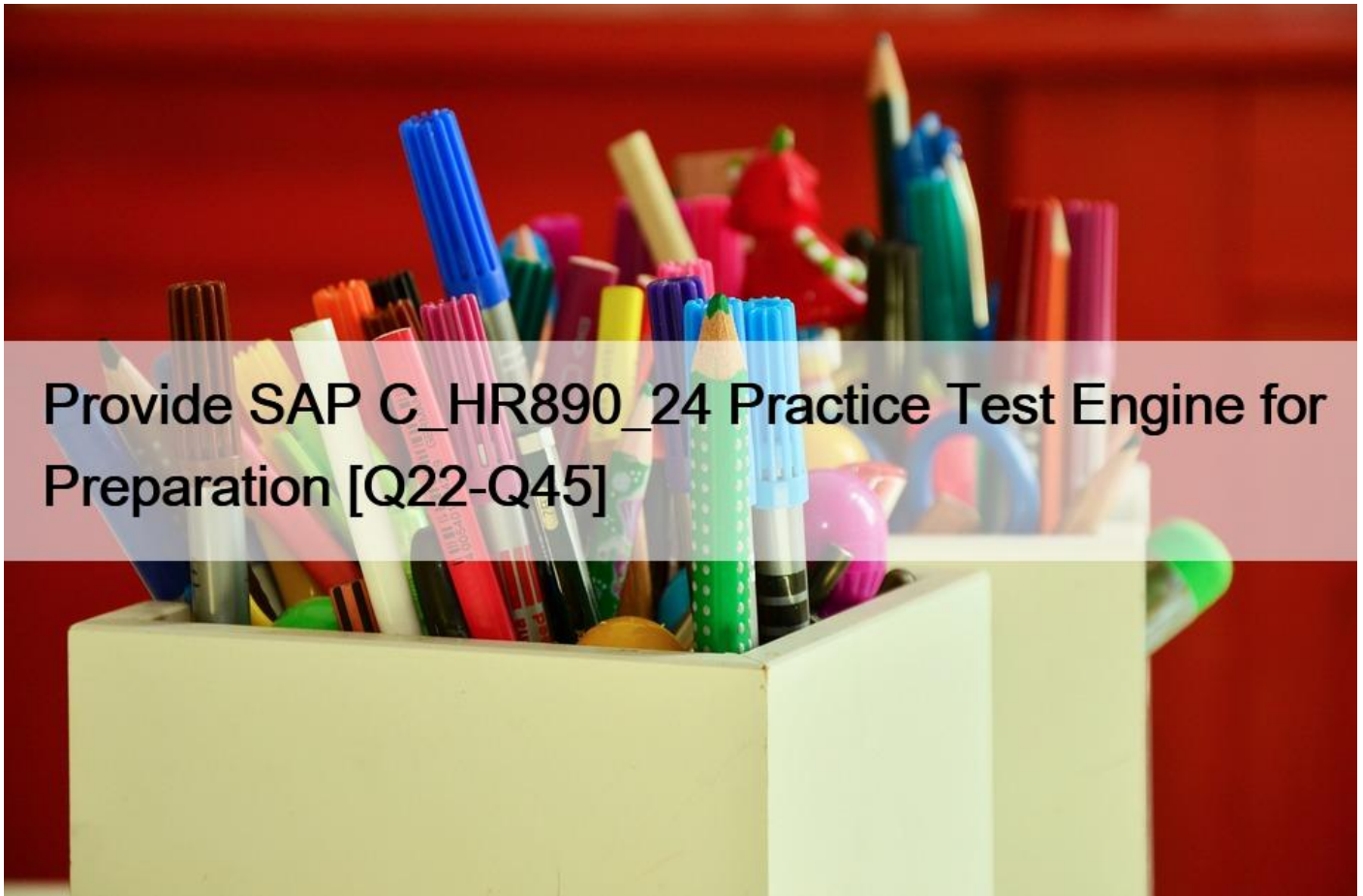


## Provide SAP C\_HR890\_24 Practice Test Engine for Preparation [Q22-Q45]



Provide SAP C\_HR890\_24 Practice Test Engine for Preparation  
Detailed New C\_HR890\_24 Exam Questions for Concept Clearance

### SAP C\_HR890\_24 Exam Syllabus Topics:

TopicDetailsTopic 1- Identify best practices when working with compensation rules and plans- Name the different types of compensation rulesTopic 2- Articulate key concepts associated with SAP Commissions- Classification and Compensation ElementsTopic 3- Identify best practices when working with compensation elements- Name and describe the stages of the CompensateTopic 4- Describe the functionality of the Disputes feature. Create and publish a Dashboard- Define each type of compensation elementTopic 5- Create a document that communicates a compensation plan to payees- Define and configure system and user settings and set-up administration and security settings

### QUESTION 22

What is a best practice regarding rolling results data?

- \* Roll at the direct credit level.
- \* Use a Variable any time you create a roll relationship.

- \* Create multiple plans with a variety of formulas to roll results data.
- \* Roll at the measurement or incentive level.

### QUESTION 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.

### QUESTION 24

Which of the following pipeline runs creates a new dataset that can be viewed in dashboards?

- \* Reset Data
- \* Validate and Transfer
- \* Approve Calculated Data
- \* Purge Approved Data

### QUESTION 25

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.

### QUESTION 26

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.

### QUESTION 27

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.

### QUESTION 28

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.

### QUESTION 29

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?

- \* Rolling category hierarchy results
- \* Rolling deposit results
- \* Rolling credits results
- \* Rolling measurement and incentives

### QUESTION 30

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

### QUESTION 31

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?

- \* Add a condition to a deposit rule.
- \* Add a condition to an incentive rule.
- \* Add a conditional hold to a deposit rule.
- \* Add a conditional hold to a credit rule.

### QUESTION 32

Your organization has hired a new compensation administrator who needs the same permissions in SAP Commissions 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?

- \* In SAP Commissions, go to the Users workspace and create a new user, then assign the user to the Comp\_Admins role.
- \* In Sales Performance Home, go to User Administration and create a new admin user, then assign the user to the Comp\_Admins role.
- \* In Sales Performance Home, go to User Administration and create a new internal user, then assign the user to the Comp\_Admins role.
- \* In SAP Commissions, go to the Users workspace and create a new user, then assign the user to the Comp\_Admins Business Unit.

### QUESTION 33

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?

- \* Classification rules
- \* Generic attributes
- \* Territories
- \* Formulas

### QUESTION 34

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

- \* Dashboards can be created for custom calendars.
- \* Dashboards can display past and futures dates.
- \* Dashboards can contain up to 15 widgets.
- \* Dashboards do NOT use effective dates.

### QUESTION 35

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

- \* User Role Permissions
- \* Prompt Settings
- \* Allow Negative Payments
- \* Audit Logs Retention
- \* Calculation Settings

### QUESTION 36

What does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- \* The amount of incentive earnings to deposit
- \* The period to make the deposit
- \* The account to deposit into
- \* The aggregation of credits from transactions

### QUESTION 37

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

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

### QUESTION 38

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.

### QUESTION 39

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

- \* Once a Variable has been created, the Variable's type CANNOT be changed.
- \* Variable values can include currency, boolean, or string data types.
- \* Variable assignments made at the position level supersede assignments made at the plan level.
- \* A Variable can be associated with any type of compensation element.

### QUESTION 40

Your compensation plan has three deposits for one of your payees. Deposit 1 has a value of \$2000 with an Earning Code of Hardware Sales and an Earning Group of Commission. Deposit 2 has a value of \$4500 with an Earning Code of Router Sales and an Earning Group of Commission. Deposit 3 has a value of \$8000 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?

- \* Two payments: Payment 1 for \$4500 and Payment 2 for \$10000
- \* Two payments: Payment 1 for \$6500 and Payment 2 for \$8000
- \* Three payments: Payment 1 for \$2000, Payment 2 for \$4500, and Payment 3 for \$8000
- \* One payment for \$14500

### QUESTION 41

What can you use a deposit rule for? Note: There are 2 correct answers to this question.

- \* Combine multiple incentives into a single deposit.
- \* Aggregate credit amounts over time.
- \* Put a hold on all or part of a deposit until a future period.
- \* Classify transaction data by product group.

### QUESTION 42

Which of the following tasks can be performed by a payee? Note: There are 2 correct answers to this question.

- \* Submit a dispute.
- \* Create a dashboard.
- \* Run Compensate and Pay.
- \* Accept a compensation plan.

### QUESTION 43

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

- \* Payees can view results prior to pipeline completion.
- \* Both administrators and payees can release periods.
- \* Payees can view dashboards for released periods only.
- \* The administrator can release periods based on calendars.
- \* The administrator can release periods based on Processing Units.

### QUESTION 44

What is the purpose of a classification rule?

- \* To match fields on classifier records with assigned Variables
- \* To organize products into categories
- \* To define the details of the category hierarchy
- \* To match fields on classifier records with fields on transactions

#### QUESTION 45

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

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