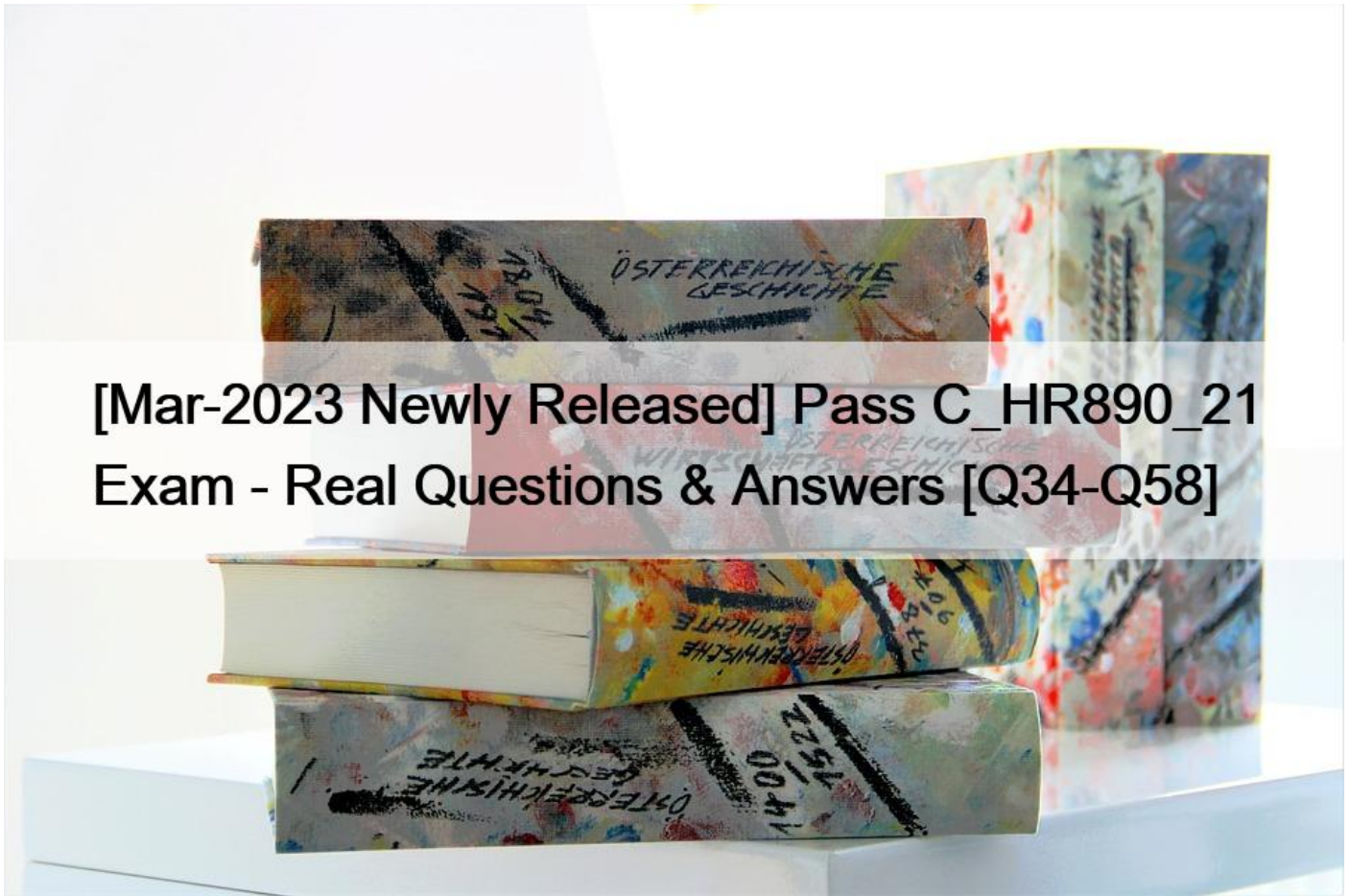


[Mar-2023 Newly Released Pass C_HR890_21 Exam - Real Questions & Answers [Q34-Q58]



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QUESTION 34

Which of the following is a characteristic of Fixed Values?

- * Fixed Values CANNOT be used in Rate Tables.
- * Fixed Values can contain Formulas and Lookup Tables.
- * A Fixed Value can hold multiple values, one for each period.
- * A Fixed Value can act as a placeholder in a rule.

QUESTION 35

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.

QUESTION 36

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

- * Payments and Balances
- * Event Types
- * User Roles
- * Results Data

QUESTION 37

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 38

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.

QUESTION 39

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 40

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 41

What is the purpose of a primary measurement rule?

- * To calculate monthly attainment
- * To allocate classified transaction data
- * To aggregate a position assignment's credits

- * To determine the deposit amount

QUESTION 42

You are configuring SAP Commissions to allow single sign-on. Which of the following authentication settings should you use?

- * Enable the Require Authentication for Proxy Log-in setting.
- * Enable the Usernames are Case-Sensitive on Login Page setting.
- * Enable the Allow Users to Change Password setting.
- * Disable the Allow Users to Change Password setting.

QUESTION 43

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

- * Plan, title, default, and Business Unit
- * Plan, title, position, and default
- * Plan, title, position, and Position Group
- * Plan, title, position, and Business Unit

QUESTION 44

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

QUESTION 45

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

QUESTION 46

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 47

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

- * Rate Table
- * Lookup Table
- * Classifier
- * Territory

- * Formula

QUESTION 48

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?

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

QUESTION 49

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

QUESTION 50

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 51

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

QUESTION 52

A sales representative's compensation plan stipulates that for every transaction, 2% of that transaction goes to their direct manager. In addition, the regional manager receives 1% of all transactions from all sales representatives and managers within their given region. Which rule type should you use for this rolling relationship?

- * Secondary measurement rule
- * Direct credit rule
- * Indirect credit rule
- * Primary measurement rule

QUESTION 53

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?

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

QUESTION 54

What does the system do when Payment Threshold is enabled?

- * The system will NOT track negative payments as balances once the period is finalized.
- * The system will NOT generate payments for held deposits until they are released.
- * The system will NOT generate payments less than or equal to the payment threshold.
- * The system will NOT generate payments greater than or equal to the payment threshold.

QUESTION 55

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 56

What is the leaf-level unique identifier in a category hierarchy?

- * Subcategory
- * Category
- * Classifier
- * Root category

QUESTION 57

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 58

What are some best practices when creating a participant? Note: There are 3 correct answers to this question.

- * With single sign-on, use the position ID used by the company's current systems.
- * Determine the user name/user ID format before adding participants to the system.
- * Use a generic date to represent the end of the participant's employment and use this date in rule instead of the termination date.
- * Do NOT use the participant's name as a user name/user ID.

* End dating participants is always recommended.

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