



# QUESTION & ANSWER

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**Exam** : **C\_HR890\_24**

**Title** : SAP Certified Application  
Associate - SAP  
Commissions

**Version** : DEMO

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

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

**Answer:** A,B,D

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

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

**Answer:** A,B

3.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?

- A. Secondary measurement rule
- B. Direct credit rule
- C. Indirect credit rule
- D. Primary measurement rule

**Answer:** C

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

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

**Answer:** A,D

5.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