

# **Infosys TETAESTSAPIC1019 Exam**

**Volume: 118 Questions**

Question No : 1

Which of the following are the features of SuccessFactors Compensation Suite?

- A. Flexible Budget Calculations
- B. Support Complex Increase Guidelines
- C. Track Goals for Bonus Payouts
- D. All of the above

Answer: D

Question No : 2

Why is calibration important?

- A. Objective reviews across groups
- B. Tie rewards with performance
- C. Ensure fairness
- D. All of the above

Answer: D

Question No : 3

Learning dashboard helps analyze:

1. Item completions
2. Learning projections
3. Registrations
4. Curriculum status

- A. 1,2
- B. 2,3,4
- C. 1,3,4

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D. All of these

Answer: D

Question No : 4

Recruiting Marketing and Recruiting Management together comprise:

A. Recruiting Enablement

B. Recruiting Dashboard

C. Recruiting Execution

D. Recruiting Strategy

Answer: C

Question No : 5

Which of the below options is the terminal value attached to performance management?

A. Reduce Attrition

B. Improve productivity

C. Higher job satisfaction

D. None of these

Answer: C

Question No : 6

Which of the following is not true with respect to Performance and Goal Management Suite at Success Factors?

A. Over 500 SMART Goal Library

B. 360 Degree Feedback

C. Eliminate Bell Curve Performance Analytics

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D. Legal Scan and Check

Answer: C

Question No : 7

Payroll master data is maintained in SAP GUI in which version of SAP Cloud Payroll?

A. b1210

B. b1301

C. b1207

D. b1302

Answer: C

Question No : 8

Succession planning does not lead to which of the following activities directly?

A. Planning of leadership positions

B. Business Continuity

C. Employee engagement

D. Develop Intellectual Capital

Answer: C

Question No : 9

Identify the incorrect statement from the following?

A. HR function acts as an enabler to its execution of the business strategy.

B. For business to succeed the HR strategy needs to be aligned with the business strategy.

C. HR function should act as a steering force for an organization to grow.

D. None of these

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Answer: D

Question No : 10

Which of the following is not possible in Compensation Management Suite of SuccessFactors?

- A. Auto-Calculated Increases
- B. Pro-Rated Bonus Calculations
- C. Variable Pay Forecasting
- D. None of these

Answer: D

Question No : 11

Which of the following contributes to the maximum chunk of operating expenditure for a firm?

- A. Manpower cost
- B. Cost of licenses and patents
- C. Technology and Machinery cost
- D. None of these

Answer: A

Question No : 12

\_\_\_\_\_ helps to identify anticipated future state and workforce scenarios and capture planning assumptions, critical job roles and capabilities to align with long-term business strategy.

- A. Forecasting
- B. Risk Analysis
- C. Strategic Analysis
- D. None of these

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Answer: C

Question No : 13

Global assignments are handled in Employee Central as a part of:

- A. Reporting/Compliance
- B. HR transactions
- C. Position Management
- D. Absence Management

Answer: B

Question No : 14

Success Factors Learning does NOT provide support for virtual learning for customers and partner 'outside' of the organization.

- A. True
- B. False

Answer: B

Question No : 15

SAP Cloud Payroll version b1210 has:

- A. UI renovation for additional payroll transaction completed (payroll reporting, off-cycle payroll, configuration tools, etc...)
- B. All processes executed via hosted Payroll
- C. Selected processes can be executed from Employee Central (e.g. display pay slip)
- D. All of the above

Answer: C