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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors**

## Compensation Sample Questions (Q15-Q20):

### NEW QUESTION # 15

Your client uses a Salary Pay Matrix table for Pay Ranges. What are some Leading Practices Considerations around the maintenance use of these tables? Note: There are 2 correct answers to this question.

- A. If the Template is integrated with Employee Central, Pay Range information MUST come from the EC Pay Range object.
- B. Do not update salary range tables that were referenced in forms that have been launched for a prior cycle.
- C. Updates to salary ranges after forms are launched are dynamic; any changes in the table will impact completed forms.
- D. Salary range tables should always be provided in the client's Functional Currency.

Answer: B,C

### NEW QUESTION # 16

Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who were hired after a certain date do NOT get a statement.
- B. Employees who are on a performance improvement plan get a different statement from those who are not.
- C. Employees in one country get a statement at a different time from those in other countries.
- D. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.

Answer: A,D

### NEW QUESTION # 17

When should you configure a compensation template using the Second Manager hierarchy? Note: There are 2 correct answers to this question.

- A. Your customer wants someone other than the standard manager to make compensation recommendations.
- B. Your customer wants only directors above to do planning.
- C. Your customer has more than three manager approval levels in their route map.
- D. Your customer wants to include HR in their route map.

Answer: A,B

### NEW QUESTION # 18

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- B. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.
- C. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- D. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.

Answer: A

Explanation:

To include a specific population of inactive employees in the worksheet, select settings that specify inclusion criteria for inactive users and adjust eligibility accordingly.

\* Option C: "Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees."

\* By enabling the "Including Inactive Users" option, planners can ensure that inactive employees are part of the worksheet. Setting "All employees are eligible" provides a base eligibility, while the eligibility rules can then specifically include only the desired inactive

employees based on criteria set in the rule.

: SAP SuccessFactors Compensation Guide > Eligibility Configuration > Including Inactive Users in Worksheets.

Explanation for Incorrect Options:

Option A would exclude desired inactive employees instead of including them.

Option B does not set the "Including Inactive Users" option, which is necessary for inactive employees.

Option D does not include inactive employees in the initial settings, missing the requirement for the "Including Inactive Users" setting.

### NEW QUESTION # 19

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Disable access to all statements, including the prior years' statements.
- B. Remove access to Employee Profile during compensation planning.
- C. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- D. Use Role-Based Permissions to control access to only display previous years' statements.

**Answer: C**

Explanation:

To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:

\* Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."

\* By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.

: SAP SuccessFactors Compensation Guide > Statement Management > Setting View Permissions for Current Statements.

Explanation for Incorrect Options:

Option A (Remove access to Employee Profile) is too broad, as it would prevent access to all employee profile content, not just the current statements.

Option B would restrict access to all statements, including past years.

Option D (Use Role-Based Permissions) does not provide specific control over statement visibility by year within the same compensation module.

### NEW QUESTION # 20

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