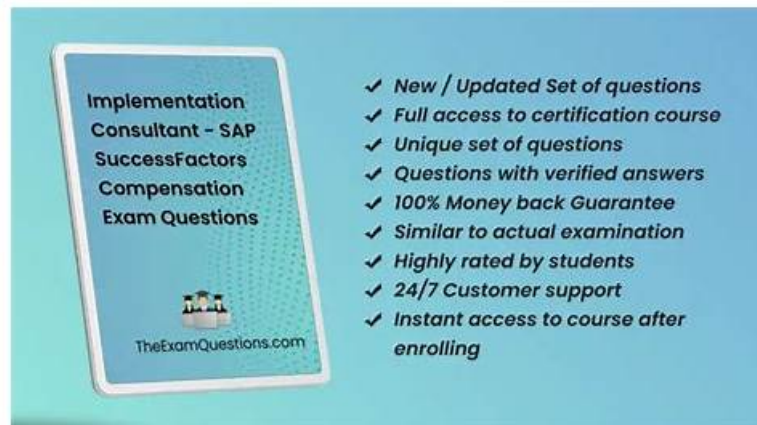


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q13-Q18):

NEW QUESTION # 13

Your customer has the following requirements for their compensation plan:

1. Allow planners to make recommendations outside of the high/low values.
2. Display only the max min values in the compensation worksheet.

Which guideline rule settings must you set to fulfill these requirements?

- A. In Display Settings use min-max
*Hard Limit: No
*High/Low Action: Allow
- B. In Display Settings use min-max
*Hard Limit: No
*High/Low Action: Warn
- C. In Display Settings use low-high

- *Hard Limit: Yes
- *High/Low Action: Allow
- D. In Display Settings use min-max
- *Hard Limit: Yes
- *High/Low Action: Allow

Answer: A

Explanation:

To allow planners to make recommendations outside of the high/low values but only display max and min values on the worksheet:

* Option A: "In Display Settings use min-max, Hard Limit: No, High/Low Action: Allow"

* Min-max display shows only the minimum and maximum guideline values. Setting Hard Limit to "No" allows planners to make recommendations outside these values, and High/Low Action:

Allow enables the flexibility needed by the client.

: SAP SuccessFactors Compensation Guide > Guideline Management > Setting High/Low and Hard Limit Options.

Explanation for Incorrect Options:

Options B, C, and D include settings that would restrict planner flexibility or incorrectly display guideline ranges.

NEW QUESTION # 14

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Establish an organizational structure, technical foundation, transformation methodology for clean core.
- C. Define roles responsibilities as part of a process transformation office.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish regular housekeeping tasks procedures.

Answer: A,B,C

NEW QUESTION # 15

Your client has two salary plans - one for Executives another for non-Executives. Which tool can be used to combine the results from both templates in a single output document?

Note: There are 2 correct answers to this question.

- A. Ad Hoc report
- B. Aggregate export
- C. Executive Review
- D. Story reports

Answer: A,B

NEW QUESTION # 16

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table",customCountry,1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

*USA = 5

*GBR = 3

**=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Surround the lookup function with the toNumber function.
- B. Remove the extra parentheses.
- C. Change the column to be of the Amount type.
- D. Surround the curSalary with the toString function.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

* Option B: "Surround the lookup function with the toNumber function."

* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.

Explanation for Incorrect Options:

Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.

Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.

Option D does not impact the data type and thus would not resolve the issue.

NEW QUESTION # 17

As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.

How can you best show this information?

- **A. Include the Detailed (Rollup) Report option in the worksheet configuration.**
- B. Create an Ad Hoc report share it with all planners.
- C. Enable the Executive Review - Read permission for all planners.
- D. Create a Tile for inclusion on the planners' Dashboards.

Answer: A

Explanation:

To give planners a comprehensive view of how their direct and indirect reports are adhering to allocated budgets before final approval, SAP SuccessFactors Compensation provides the Detailed (Rollup) Report option, which aggregates budget data across multiple hierarchy levels.

* Option A: "Include the Detailed (Rollup) Report option in the worksheet configuration."

* The Detailed (Rollup) Report allows planners to view budget allocation and adherence information for both direct and indirect reports in one consolidated report. This report is accessible from the worksheet, providing planners with visibility into how each level of their reporting structure is adhering to the assigned budgets before final approval.

: SAP SuccessFactors Compensation Guide > Worksheet Configuration > Setting Up Rollup Reports for Budget Overview.

Explanation for Incorrect Options:

Option B (Ad Hoc report) provides custom reporting capabilities but does not integrate directly with the compensation worksheet, limiting its effectiveness within the approval process.

Option C (Executive Review Read permission) is designed for higher-level review rather than for direct planner access.

Option D (Dashboard Tile) would not provide the detailed budget adherence view directly within the worksheet.

NEW QUESTION # 18

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