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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q18-Q23):

NEW QUESTION # 18
Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review - Import permission.
- B. The user needs the Executive Review - Export permission.
- C. The user needs the Executive Review - Mass Action permission.
- D. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- E. The user needs the Executive Review - Edit permission.

Answer: A,B,E

NEW QUESTION # 19

Which actions are controlled by role-based permissions? Note: There are 2 correct answers to this question.

- A. Editing columns on a worksheet
- B. Making changes through Executive Review
- C. Opening compensation worksheets
- D. Updating a Compensation Statement

Answer: B,D

NEW QUESTION # 20

You configured merit guidelines as shown in the screenshot.
If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- A. 0%-0%
- B. 2%-4%
- C. 1%-2%
- D. 3%-5%

Answer: B

NEW QUESTION # 21

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 EXCLUDE the undesired 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 INCLUDE the desired 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: B

NEW QUESTION # 22

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.
How do you build the eligibility rule to make this happen?

- A. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.
- B. Check if the Event Reason is New Hire the effective date is 2 years ago.
- C. Check the Hire Date field to see if the employee started at least 2 years ago.
- D. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.

Answer: C

NEW QUESTION # 23

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