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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q21-Q26):

NEW QUESTION # 21

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Create a custom column referencing a lookup table to pull in the text.
- B. Update the field-based permissions for the PM Rating field.
- C. Change the rating scale in Performance Management.
- D. Add help text to the PM Rating field.

Answer: B

NEW QUESTION # 22

What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note:
There are 3 correct answers to this question.

- A. Rollup hierarchy (including Inactives)
- B. Standard Suite hierarchy
- C. HR Manager hierarchy
- D. Standard Suite hierarchy (including Inactives)
- E. Compensation hierarchy (Second Manager)

Answer: A,B,E

NEW QUESTION # 23

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

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 # 24

Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is

available on the worksheet.
However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?

- A. Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.
- B. Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.
  *Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- C. Include the rating on the statement in the right section.
  *Include a Conditional Text Section on the statement using the rating field as a condition.
  *Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- D. Include the rating on the statement in the right section.
  *Include a Conditional Text Section on the statement using the rating field as a condition.
  *Ensure the rating field is hidden on the statement by setting an impossible display condition.

Answer: B

Explanation:
To meet the requirement of displaying a paragraph only for employees on a Performance Improvement Plan (PIP) without showing the rating, the use of conditional text combined with field-based permissions is the best approach.
* Conditional Text Section and Field-Based Permissions
* Option D: A conditional text section allows you to set conditions (such as rating equals 1 or 2) to display specific content only for certain employees. Using field-based permissions to hide the rating ensures it is not displayed on the worksheet or statement.
* Why Other Options Are Incorrect
* Options A and B involve including the rating in the statement, which the client does not want.
* Option C (adding a paragraph for all employees with a note) does not selectively display the content based on PIP status.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Conditional Text Sections and Field-Based Permissions.

NEW QUESTION # 25
You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.
An employee in the US has a rating of 3. What will be their default merit increase?

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

Answer: A

Explanation:
When an employee's merit increase is determined by a guideline formula based on performance rating and country:
* Option C: "2%"
* For an employee in the US with a performance rating of 3, the configured guideline specifies a
2% merit increase. This default increase applies according to the rule setup in the guideline formulas.
: SAP SuccessFactors Compensation Guide > Guideline Rules > Configuring Merit Guideline Formulas by Performance Rating and Country.
Explanation for Incorrect Options:
Options A, B, and D do not align with the specific merit increase configured for a rating of 3 in the US.

NEW QUESTION # 26
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