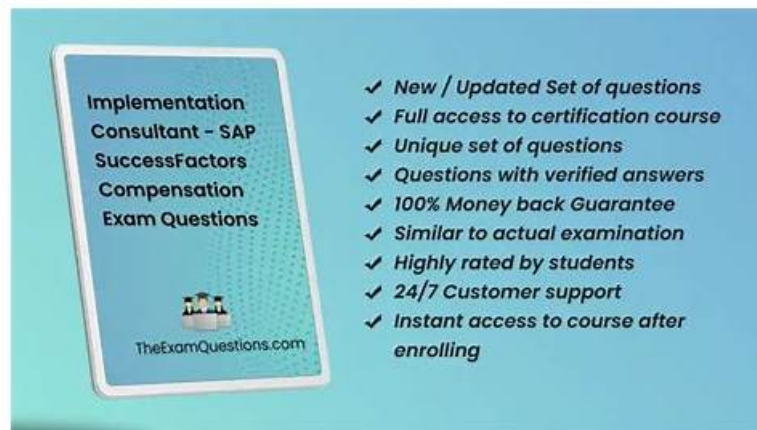


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q35-Q40):

NEW QUESTION # 35

Your EC-integrated client wishes to plan on monthly salaries for employees in the UK, but on annual salaries for employee in the US. All employees have their salaries stored in EC with a single pay component with a frequency of "monthly" because of payroll integration constraints.

Which of the following options is a solution for this requirement?

- A. Use two templates with one having curSalary mapped to the pay component the other on the pay component group.
- B. Use meritTarget set to the pay component value divided by 12.
- C. Include the unitsPerYear standard column set it to 12.
- D. Use two different pay components for salary with the US one having the "Use for Comp Planning" set to "None" the UK one set to "Comp."

Answer: A

NEW QUESTION # 36

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Create a new custom field with a formula under Column Designer.
- B. Change the labels in the rating scale to include both the number text.
- C. Update the Rating Label Format to Number-Text under Display Settings.
- D. Create a lookup table with the number text.

Answer: C

Explanation:

To display both the numerical and textual components in the standard Performance Rating field, you need to adjust the Rating Label Format in the Display Settings within the Compensation template setup.

* Rating Label Format in Display Settings

* Option D: By setting the Rating Label Format to Number-Text, you enable the display of both the rating number and the descriptive text label in the Performance Rating field.

* This adjustment applies the combined format (e.g., "3 - Meets Expectations") in the worksheet, allowing users to see both components simultaneously.

* Why Other Options Are Incorrect

* Option A: Changing labels in the rating scale would only adjust the label text, not the combined display format.

* Option B and Option C (custom field and lookup table) are unnecessary, as the Number-Text format can be set directly.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Performance Rating Display Options.

NEW QUESTION # 37

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

Answer: B

Explanation:

To configure eligibility based on tenure, you can use the Hire Date field in SAP SuccessFactors to determine how long an employee has been with the company.

* Option B: "Check the Hire Date field to see if the employee started at least 2 years ago."

* By configuring an eligibility rule that references the Hire Date, you can set criteria to check if the employee's start date is at least two years before the form's effective date. This ensures only employees with over two years of tenure are eligible for the Lump Sum : SAP SuccessFactors Compensation Admin Guide > Eligibility Rules Engine > Creating Rules Based on Hire Date.

Explanation for Incorrect Options:

Option A uses the Job Information effective date, which reflects the current position start date rather than total tenure.

Option C relies on help text and does not restrict eligibility based on tenure.

Option D is not applicable as it does not calculate tenure based on hire date but rather on an event reason, which may not always indicate the start of employment.

NEW QUESTION # 38

Which of the following can you use to explore released APIs?

- **A. SAP Business Accelerator Hub**
- B. SAP Integration Suite
- C. SAP Application Interface Framework

Answer: A

NEW QUESTION # 39

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

Answer: C

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 # 40

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