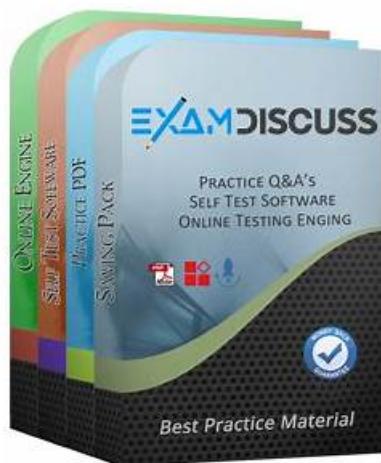


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q17-Q22):

NEW QUESTION # 17

How many custom columns may be used as Formula Criteria for Guidelines?

- A. 0
- B. There is no limit on custom columns
- C. 1
- D. 2

Answer: A

NEW QUESTION # 18

What action is required to enable Employee Central integration for a template?

- A. Reload guidelines.
- B. Enable field-based permissions.
- C. Update pay guide format.
- D. Provide an effective date

Answer: D

NEW QUESTION # 19

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018_BudgetPool", customCountry,customStatus,adjustment))"curSalary
- B. toNumber(lookup("2018_BudgetPool", customCountry,customStatus,1))"curSalary
- C. toNumber(lookup("2018_BudgetPool",customCountry, customStatus, Adjustment))*curSalary
- D. toNumber(lookup("2018_BudgetPool", customCountry,customStatus,2))"curSalary

Answer: B

NEW QUESTION # 20

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

Answer: B,C

NEW QUESTION # 21

A customer is using the following number format: ####0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: D

Explanation:

In SAP SuccessFactors Compensation, when using a number format that specifies rounding down and rounding to the nearest multiple of 100, calculations are done as follows:

- * Understanding the Format Settings

- * Mode: Round Down: This setting rounds the value down to the nearest specified multiple.

- * Multiple: 100: Specifies that rounding should occur to the nearest 100.

- * Calculation for 9575.50

- * Given the number 9575.50, rounding down to the nearest multiple of 100 results in 9500, as rounding down means moving to the lower nearest 100.

- * Why Other Options Are Incorrect

- * Option B (9570) would not be correct as it does not round to the nearest 100.

- * Options C (9000) and D (9600) do not accurately reflect the rounding down requirement with a multiple of 100.

- * Reference Documentation

- * SAP SuccessFactors Compensation Guide on Number Formatting and Rounding Options.

NEW QUESTION # 22

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