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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q56-Q61):

### NEW QUESTION # 56

Which information is included in the rollup report? Note: There are 2 correct answers to this question.

- A. The average bonus payout amount
- B. The sum of budget total spend for each division, department, or location
- C. The sum of budget total spend for each planner in the hierarchy
- D. The detail of planning decisions for each employee in the hierarchy

**Answer: C,D**

#### NEW QUESTION # 57

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: C**

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 # 58

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

**Answer: B**

#### NEW QUESTION # 59

Your customer has the requirement where both sales non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- A. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales

employees that that item pertains only to sales employees.

- B. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it is greater than 0.
- C. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- D. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.

**Answer: B**

Explanation:

To display the Lump Sum item on the compensation statement for sales employees only, use a condition based on whether the Lump Sum amount is greater than 0.

\* Option D: "You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0."

\* By including the Lump Sum field and setting a display condition where it only appears if the Lump Sum amount is greater than 0, the statement will automatically hide the Lump Sum item for non-sales employees (who would have a 0 value for this field).

: SAP SuccessFactors Compensation Guide > Statement Configuration > Setting Conditional Display for Statement Items.

Explanation for Incorrect Options:

Option A would affect worksheet visibility but not the statement display.

Option B suggests creating a separate template, which is unnecessary.

Option C proposes adding a disclaimer rather than using a conditional display, which may be less professional.

**NEW QUESTION # 60**

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

**Answer: B,D,E**

**NEW QUESTION # 61**

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