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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q75-Q80):

### NEW QUESTION # 75

Which of the following tasks require that worksheets are moved to Complete before they can be performed?

Note: There are 2 correct answers to this question.

- A. Generating Compensation Statements
- B. Exporting data from Executive Review
- C. Publishing Compensation Results in Employee Central
- D. Compensation Plan Activity Audit

**Answer: A,C**

Explanation:

In SAP SuccessFactors Compensation, certain actions require that worksheets are marked as "Complete" to finalize and lock in all data. This requirement ensures data integrity and consistency across various processes in the compensation cycle.

\* Option A: "Generating Compensation Statements"

\* Before generating compensation statements, it is necessary to complete the worksheets. Once a worksheet is marked as "Complete," it locks the data, allowing for consistent and finalized data to be used in the compensation statements.

: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.

Option B: "Publishing Compensation Results in Employee Central"

Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.

This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.

Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data > Requirements for Publishing to Employee Central.

Explanation for Incorrect Options:

Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.

Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

### NEW QUESTION # 76

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND\_MANAGER columns?

- A. MANAGER: blank  
\*SECOND MANAGER: blank
- B. MANAGER: NO\_MANAGER  
\*SECOND MANAGER: blank
- C. MANAGER: NO\_MANAGER  
\*SECOND\_MANAGER: NO\_MANAGER
- D. MANAGER: blank  
\*SECOND MANAGER: NO\_MANAGER

**Answer: C**

### NEW QUESTION # 77

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. USERID
- B. USERNAME
- C. MANAGER
- D. STATUS

**Answer: A,D**

### **NEW QUESTION # 78**

In Admin Center, you load a pay matrix table as shown in the screenshot. You map Attribute 1 to Geo Zone, Attribute 2 to Legal Entity, Attribute 3 to Pay Frequency.

On the compensation worksheet, an employee is in the UK LONDON Geo Zone, the ABC Legal Entity, Pay Frequency of BWK, Pay Grade GR-08. The employee's current range penetration is calculated as exactly 0%.

What is their current salary?

- A. 2852.0
- B. 3147.0
- C. 3140.0
- D. 3458.0

**Answer: A**

### **NEW QUESTION # 79**

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

**Answer: A,B,E**

### **NEW QUESTION # 80**

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