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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q10-Q15):

NEW QUESTION # 10

What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. Promote an employee.
- B. Import salary history into the profile.
- C. Display salary history.
- D. View budgets.
- E. Enter recommendations.

Answer: A,C,E

NEW QUESTION # 11

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

Answer: B,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 # 12

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Compensation Management Permissions
- B. Report Permissions
- C. Executive Review Export Permissions
- **D. Executive Review Edit Permissions**

Answer: D

Explanation:

In SAP SuccessFactors Compensation, granting the appropriate permissions to HR Business Partners (HRBPs) is crucial to supporting the salary review process effectively while maintaining data security and integrity. The following permissions are typically managed with caution:

* Executive Review Edit Permissions (Option C):

* It is not recommended to grant all HRBPs "Executive Review Edit Permissions" as this allows for extensive changes across compensation plans, which may be inappropriate for all HRBP roles. This permission should generally be reserved for high-level administrators or managers who need to make adjustments at the executive review level.

Other Permissions:

* Executive Review Export Permissions (Option A) and Report Permissions (Option B) are commonly provided to HRBPs for data analysis.

* Compensation Management Permissions (Option D) is often necessary for HRBPs to carry out their roles effectively, enabling them to manage employee compensation-related tasks.

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SAP SuccessFactors Role-Based Permissions Guide and Compensation Administration documentation, under sections detailing "Executive Review Permissions" and recommended access settings for HRBPs.

NEW QUESTION # 13

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

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

Answer: D

NEW QUESTION # 14

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. 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.
- B. 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.
- **C. 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.
- D. 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.

Answer: C

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 # 15

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