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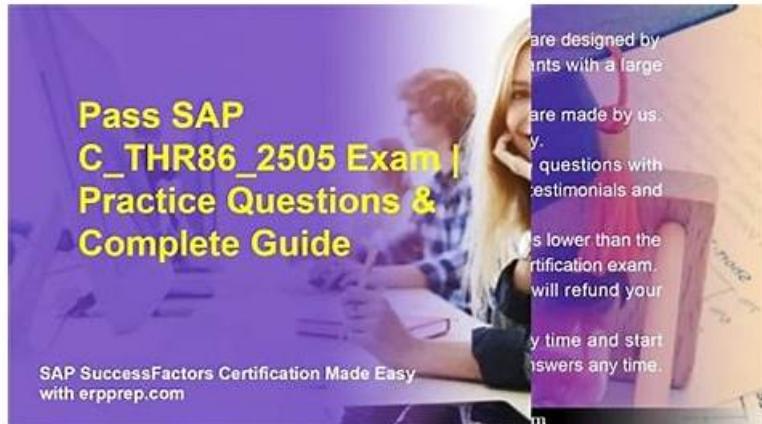
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q18-Q23):

NEW QUESTION # 18
Which of the following requires the use of custom validations? Note: There are 2 correct answers to this question.

- A. A warning message when the budget is exceeded
- B. An error message when adjustments are entered in two different fields
- C. An error message when the maximum guideline is exceeded
- D. An error message when planners enter a promotion without changing pay grade

Answer: A,D

NEW QUESTION # 19
As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.

How can you best show this information?

- A. Enable the Executive Review - Read permission for all planners.
- B. Include the Detailed (Rollup) Report option in the worksheet configuration.
- C. Create an Ad Hoc report share it with all planners.
- D. Create a Tile for inclusion on the planners' Dashboards.

Answer: B

Explanation:
To give planners a comprehensive view of how their direct and indirect reports are adhering to allocated budgets before final approval, SAP SuccessFactors Compensation provides the Detailed (Rollup) Report option, which aggregates budget data across multiple hierarchy levels.
* Option A: "Include the Detailed (Rollup) Report option in the worksheet configuration."
* The Detailed (Rollup) Report allows planners to view budget allocation and adherence information for both direct and indirect reports in one consolidated report. This report is accessible from the worksheet, providing planners with visibility into how each level of their reporting structure is adhering to the assigned budgets before final approval.
: SAP SuccessFactors Compensation Guide > Worksheet Configuration > Setting Up Rollup Reports for Budget Overview.
Explanation for Incorrect Options:
Option B (Ad Hoc report) provides custom reporting capabilities but does not integrate directly with the compensation worksheet, limiting its effectiveness within the approval process.
Option C (Executive Review Read permission) is designed for higher-level review rather than for direct planner access.
Option D (Dashboard Tile) would not provide the detailed budget adherence view directly within the worksheet.

NEW QUESTION # 20
You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality.
To where can you publish data?
Note: There are 3 correct answers to this question.

- A. Custom MDF Objects
- B. Recurring Pay Components
- C. Employee Details
- D. Compensation Information
- E. Job Information

Answer: A,B,D

NEW QUESTION # 21
While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.
How can you accomplish this?

- A. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- B. Remove access to Employee Profile during compensation planning.
- C. Disable access to all statements, including the prior years' statements.
- D. Use Role-Based Permissions to control access to only display previous years' statements.

Answer: A

NEW QUESTION # 22
What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Disallow save when budget is exceeded.
- B. Update guideline hard limit.
- C. Split to Lump Sum when exceeding salary range.
- D. Force comment when recommendation is outside guidelines.

Answer: C,D

NEW QUESTION # 23

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