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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q11-Q16):

NEW QUESTION # 11

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?

- **A. Create a lookup table that contains the different dates that uses country as an input.**
*Create a custom date column that reads from the lookup table based on employee country.
*Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- B. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
*Use the Publish Selected Employees in Employee Central to publish the data for this country.
*Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- C. Enter the effective date for the largest country in the Employee Central Settings screen.
*Publish the results of the planning for all countries.
*Manually modify the effective dates of the resulting EC data for the smaller countries.
- D. Create a lookup table that contains the different dates that uses country as an input.
*Map the lookup table name to the "start-date" of the pay component in the XML.

Answer: A

Explanation:

To meet the requirement of publishing different effective dates for each country in an SAP SuccessFactors Compensation worksheet:

* First, create a lookup table that specifies the effective date for each country.

* Then, set up a custom date column in the compensation template that retrieves the effective date from this lookup table based on the employee's country.

References: SAP SuccessFactors Compensation Integration with Employee Central Guide - Lookup Tables and Effective Date Configuration.

NEW QUESTION # 12

In an EC-integrated implementation, which of the following EC elements can be used to map fields? Note: There are 3 correct answers to this question.

- **A. Biographical Information**
- B. Background Elements
- **C. MDF Objects**
- D. Time Off
- **E. Pay Components**

Answer: A,C,E

NEW QUESTION # 13

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

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

Answer: A

NEW QUESTION # 14

In an EC-integrated compensation worksheet, what are some of the reasons you might include a lookup table in your configuration?

Note: There are 3 correct answers to this question.

- A. Converting money values from functional to local currency
- B. Providing budget percentage by country
- C. Holding previous year's salary by Employee ID
- D. Converting a code into its text equivalent for display
- E. Determining appropriate car allowance by grade

Answer: B,C,E

NEW QUESTION # 15

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase. What is the best way to accomplish this?

- A. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- B. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- C. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."
- D. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.

Answer: C

Explanation:

When planners need to provide a reason for not awarding a merit increase, this can be enforced through standard validation rules.

* Setting a Force Comment Rule with "No-Raise" Mode

* In SuccessFactors Compensation, under the Define Standard Validation Rules section, you can set a Force Comment Rule with the mode set to "no-raise." This triggers a required comment whenever a planner decides not to give a merit increase.

* This is a straightforward way to enforce explanations for no-raise situations, leveraging standard settings.

* Why Other Options Are Incorrect

* Option B is incorrect because custom validation formulas are not necessary for this type of forced comment.

* Option C (comp-force-comment-config tag with mode "guideline") is unrelated to no-raise situations.

* Option D (setting mode to "raise") is incorrect as this would trigger comments for raises, not for when no raise is given.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Force Comment Rules.

NEW QUESTION # 16

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