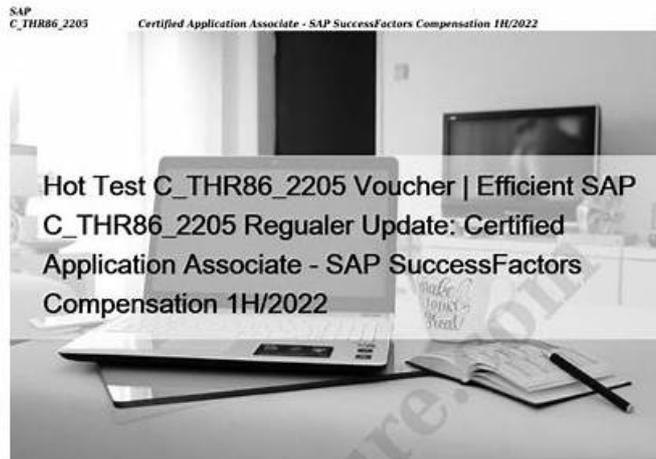


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Topic	Details
Topic 1	<ul style="list-style-type: none"> Implementation Test: This section of the exam evaluates the understanding of Compensation Analysts in verifying system configuration using implementation test tools. It includes basic validation and troubleshooting before plan launch.
Topic 2	<ul style="list-style-type: none"> Managing Employee Specific Data: This section of the exam assesses the skills of SAP Consultants in handling employee-specific data used in compensation planning. It includes importing and mapping fields like pay, performance, and custom metrics.
Topic 3	<ul style="list-style-type: none"> Plan Settings: This section of the exam measures the skills of SAP Consultants in defining plan-level configurations. It includes cycle setup, planner eligibility, planner hierarchy, and general settings required to operationalize compensation plans.
Topic 4	<ul style="list-style-type: none"> Compensation Statements: This section of the exam assesses the ability of SAP Consultants to configure and generate employee-facing compensation statements. It includes statement templates, design options, and output settings to ensure clear communication of compensation results.
Topic 5	<ul style="list-style-type: none"> Compensation Worksheets: This section of the exam evaluates the knowledge of Compensation Analysts in managing compensation worksheets. It involves planning templates, columns, formulas, and worksheet behavior needed to support merit, bonus, and stock processes.
Topic 6	<ul style="list-style-type: none"> Reports and Workflows: This section of the exam evaluates the proficiency of SAP Consultants in setting up reports and approval workflows. It covers route maps, executive reviews, and standard reporting capabilities.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q58-Q63):

NEW QUESTION # 58

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By exporting troubleshooting information found on the Define Planners screen
- B. By using the Check Tool
- C. By changing the Method of Planner to Compensation Manager Hierarchy
- D. By using the Rollup Hierarchy report

Answer: A,B

NEW QUESTION # 59

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create an editable string field with enumerated values.
- B. Create a read-only string field make it reportable.
- C. Create an editable string field make it reportable.
- D. Create a read-only string field make it reloadable.

Answer: A

Explanation:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

* Configuring an Editable Field with Enumerated Values

* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

* Why Other Options Are Incorrect

* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

* Reference Documentation

* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

* SAP Help Portal: Field and Custom Column Setup in Compensation.

NEW QUESTION # 60

Your client would like a specific population of inactive employees to be included in the worksheet. Which combination of settings allows you to achieve this?

- A. Select "Including Inactive Users" when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- B. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees.
- C. Select "Including Inactive Users when defining the Method of Planner, select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the undesired inactive employees.
- D. Select "All employees are eligible" under Eligibility Settings, update eligibility rules to EXCLUDE the desired inactive employees.

Answer: A

Explanation:

To include a specific population of inactive employees in the worksheet, select settings that specify inclusion criteria for inactive users and adjust eligibility accordingly.

* Option C: "Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under Eligibility Settings, update eligibility rules to INCLUDE the desired inactive employees."

* By enabling the "Including Inactive Users" option, planners can ensure that inactive employees are part of the worksheet. Setting "All employees are eligible" provides a base eligibility, while the eligibility rules can then specifically include only the desired inactive employees based on criteria set in the rule.

: SAP SuccessFactors Compensation Guide > Eligibility Configuration > Including Inactive Users in Worksheets.

Explanation for Incorrect Options:

Option A would exclude desired inactive employees instead of including them.

Option B does not set the "Including Inactive Users" option, which is necessary for inactive employees.

Option D does not include inactive employees in the initial settings, missing the requirement for the "Including Inactive Users" setting.

NEW QUESTION # 61

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. Only completed forms are affected.
- B. In-progress forms are only affected when Update All Worksheets is run.
- C. In-progress forms are NOT affected.
- D. Change is dynamic to in-progress forms.

Answer: D

NEW QUESTION # 62

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. Executive Review Edit Permissions**
- C. Executive Review Export Permissions
- D. Report Permissions

Answer: B

NEW QUESTION # 63

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