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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q30-Q35):

### NEW QUESTION # 30

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When there has been an update to a lookup table
- B. When an administrator makes a change to Field Based Permissions
- C. When a performance rating is updated
- D. When an administrator changes the layout of the compensation plan template to add a new column
- E. When there has been a change to an eligibility rule

**Answer: A,C,E**

#### NEW QUESTION # 31

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

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

**Answer: B**

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 # 32

Which compensation permissions are typically enabled in role-based permissions for Human Resources Business Partners?

Note: There are 2 correct answers to this question.

- A. Manage Compensation Forms
- B. Generate Statements
- C. Compensation Management
- D. Executive Review Export

**Answer: C,D**

#### NEW QUESTION # 33

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks procedures.
- B. Establish an organizational structure, technical foundation, transformation methodology for clean core.
- C. Establish release management.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Define roles responsibilities as part of a process transformation office.

**Answer: B,C,E**

### NEW QUESTION # 34

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Ensure the default value for all merit guidelines is non-zero.  
\*Make sure the Country Job Family columns are both reloadable.
- B. Set the Force Default On Custom Column Change option within guidelines to Yes.  
\*Make sure the Country Job Family columns are both reloadable.
- **C. Set the Force Default On Custom Column Change option within guidelines to Yes.**  
**\*Make sure the Country column is reloadable Job Family is not.**
- D. Set the Force Default On Rating Change option within guidelines to Yes.  
\*Make sure the Country column is reloadable Job Family is not.

**Answer: C**

Explanation:

In SAP SuccessFactors Compensation, the Force Default On Custom Column Change option in guidelines ensures that when specific custom fields change (such as Country), the merit increase is reset to its default.

This meets the requirement of resetting the merit increase only when Country changes, not when Job Family changes.

\* Configuring Force Default on Custom Column Change

\* Option D: By setting Force Default On Custom Column Change to "Yes," the system will reset the merit increase to default values whenever a change occurs in a reloadable custom field marked as critical.

\* Reloadable Columns: Making only the Country column reloadable ensures that changes in Country will trigger the reset, while Job Family changes will not affect the merit guideline.

\* Why Other Options Are Incorrect

\* Option A involves Force Default On Rating Change, which is irrelevant for custom columns like Country or Job Family.

\* Option B and Option C involve making both Country and Job Family reloadable, which does not meet the requirement to ignore Job Family changes.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Guidelines and Force Default Settings.

### NEW QUESTION # 35

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