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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q25-Q30):

NEW QUESTION # 25

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- **A. Use conditional text sections in the statement editor.**
- B. Use the suppress statement function.
- C. Use two compensation worksheet templates.
- D. Create multiple statement templates use groups.

Answer: A

NEW QUESTION # 26

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- **A. Guideline is displayed as 2-3%**
***Total Increase is \$500**
- B. Guideline is displayed as 4-6%
*Total Increase is \$1,000
- C. Guideline is displayed as 2-3%
*Total Increase is \$1,000
- D. Guideline is displayed as 4-6%
*Total Increase is \$500

Answer: A

Explanation:

When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.

* Proration Impact on Guideline Range and Total Increase

* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.

* Total Increase Calculation: When the planner enters a \$1,000 merit increase, the proration factor is applied, resulting in a final increase of \$500 (50% of \$1,000).

* Why Other Options Are Incorrect

* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.

* Option D incorrectly calculates the total increase without applying the 50% proration.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

NEW QUESTION # 27

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

- D. Enable the Executive Review - Read permission for all planners.

Answer: C

NEW QUESTION # 28

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be accessed by using SAP For Me.
- B. Customers can grant access to the dashboard to partners.
- C. Customers can use the dashboard in the dev, test, production tenants.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: A,B

NEW QUESTION # 29

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

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

Answer: B,D

Explanation:

To check for breaks in the Planning Manager Hierarchy in SAP SuccessFactors Compensation, you can use the following methods:

* Export troubleshooting information from the Define Planners screen: This option allows you to download a file that shows detailed planner hierarchy information, enabling you to identify gaps or breaks in the structure.

References: SAP SuccessFactors Compensation User Guide - Troubleshooting and Hierarchy Management.

NEW QUESTION # 30

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