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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q49-Q54):

NEW QUESTION # 49

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

Answer: C

NEW QUESTION # 50

Your customer uses SAP SuccessFactors Employee Central has the following setup:

*Pay Component (id = "SALARY")

*Pay Component (id = "CARALLOWANCE")

*Pay Component (id = "HOUSEALLOWANCE")

*Pay Component Group (id = 'TC') made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- **A. Map TC to the standard Current Salary field.**
*Use the Merit column for the TC update.
*Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- B. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Use the finSalary field some custom columns to calculate the components publish those back to EC.
- C. Map SALARY to the standard Current Salary field TC to meritTarget.
*Use merit to update the TC use custom fields to allow planners to update the allowances.
*Publish each component back separately.
- D. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Extract the new TC with a report manually create import files to update EC.

Answer: A

Explanation:

When a customer uses SAP SuccessFactors Employee Central with specific pay components and a Pay Component Group (PCG) designated for total cash (TC), integration configurations can help manage the pay components based on the planner's adjustments in the compensation module. Here's how the setup can be achieved to maximize integration and minimize manual updates:

* Option B: "Map TC to the standard Current Salary field. Use the Merit column for the TC update.

Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components."

* By mapping the total cash (TC) to the Current Salary field and using the Merit column for any updates, planners can adjust TC directly. The finSalary field can be configured to reflect the adjusted TC, which can then be published back to Employee Central. Business rules in Employee Central will then split the updated TC value among the components (SALARY, CARALLOWANCE, HOUSEALLOWANCE) based on predefined rules, ensuring that allowances remain consistent with the employee's grade.

: SAP SuccessFactors Compensation and EC Integration Guide > Configuring Pay Component Groups > Publishing Total Compensation Components.

Explanation for Incorrect Options:

Option A involves extra custom columns and manual calculations, which increases complexity.

Option C suggests a manual import process, which is labor-intensive and contrary to integration best practices.

Option D proposes a setup where SALARY is mapped to Current Salary and TC to meritTarget, which complicates the TC update process and is less optimal for integrated workflows.

NEW QUESTION # 51

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Set the guideline pattern to be low-high.
*Set the high value for all guidelines to be 10.
- B. **Enable a hard limit stop for the merit guideline in Admin Center.**
*Set the maximum value to 10 for all guideline formulas.
- C. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
*Define each guideline formula with a default value of 10.
- D. Enable a hard limit stop for the merit guideline in Admin Center.
*Set the maximum value to 0.10 for all guideline formulas.

Answer: B

NEW QUESTION # 52

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

Answer: B,C,D

NEW QUESTION # 53

Which of the following can you use to explore released APIs?

- A. **SAP Business Accelerator Hub**
- B. SAP Integration Suite
- C. SAP Application Interface Framework

Answer: A

Explanation:

SAP provides the SAP Business Accelerator Hub (formerly known as the SAP API Business Hub) as a comprehensive resource to explore released APIs for various SAP products, including SuccessFactors.

* SAP Business Accelerator Hub

* The Business Accelerator Hub hosts an extensive library of APIs, documentation, and use cases for SAP products. Users can explore OData, SOAP, and other available APIs specific to SAP SuccessFactors.

* Why Other Options Are Incorrect

* Option A (SAP Application Interface Framework) is mainly used for error handling and monitoring within on-premise SAP environments.

* Option B (SAP Integration Suite) is used for integration scenarios but does not provide a library to explore APIs; it's intended for creating and managing integrations.

* Reference Documentation

* SAP Help Portal and SAP Business Accelerator Hub on Exploring and Using APIs.

NEW QUESTION # 54

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