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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q33-Q38):

NEW QUESTION # 33

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. Compensation Management Permissions
- C. Report Permissions
- D. Executive Review Export Permissions

Answer: A

NEW QUESTION # 34

Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- **A. Use field-based permissions on the Lump Sum field a permission group of named individuals.**
- B. Set the Lump Sum field to read-only to prevent planners from using it.
- C. Use mass actions through the Executive Review.
- D. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.

Answer: A

Explanation:

Field-based permissions allow specific control over who can view or edit fields in the compensation worksheet.

* Restricting Access to Lump Sum Field with Field-Based Permissions

* Option C: In SAP SuccessFactors Compensation, you can configure field-based permissions so only selected users (e.g., members of the reward team) can access and edit the Lump Sum field.

* This approach uses a permission group to grant edit permissions only to specific individuals, ensuring that only authorized personnel can make entries in the Lump Sum field.

* Why Other Options Are Incorrect

* Option A (mass actions via Executive Review) does not restrict individual access to fields.

* Option B (setting guidelines to zero) does not provide role-based access restriction and may cause confusion in the compensation planning process.

* Option D (setting the field to read-only) would prevent all planners from editing, not just those outside the reward team.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Field-Based Permissions and Permission Groups.

NEW QUESTION # 35

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- **A. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.**
- B. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- C. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.
- D. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.

Answer: A

NEW QUESTION # 36

Your customer is going through a divestiture would like to extract all of the historical data from compensation planning for the divested entity prior to purging the data from SAP SuccessFactors. How can you capture the compensation data from your compensation plans? Note: There are 2 correct answers to this question.

- A. Run the Rollup report.
- **B. Export from Executive Review.**
- C. Export from the employee history file.
- **D. Run an Ad Hoc report.**

Answer: B,D

NEW QUESTION # 37

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

Answer: B

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 # 38

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