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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q17-Q22):

NEW QUESTION # 17
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. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- C. Use custom validations with the formula 'if(merit>0,"FALSE","TRUE")'.
- D. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "no-raise."

Answer: D

NEW QUESTION # 18
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 make it reportable.
- B. Create a read-only string field make it reportable.
- C. Create an editable string field with enumerated values.
- D. Create a read-only string field make it reloadable.

Answer: C

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 CorrectThis 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 # 19
You configure the following salary rule in the compensation plan template:
How does the system behave?

- A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
  *The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- B. The rule prevents the planner from saving the merit increase.
  *The planner must go back change their merit recommendation.
- C. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
  *The planner can save the merit recommendation.
- D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
  *The planner can save the merit recommendation by selecting Cancel in the pop-up message.

Answer: D

NEW QUESTION # 20

Which statements accurately describe Rollup Reports? Note: There are 3 correct answers to this question.

- A. Enabling the Rollup Report for End-Users requires a specific tag in the XML.
- B. The Standard, Compensation, Rollup Hierarchies are all supported.
- C. Custom Columns with the "Show Totals" attribute selected are shown.
- D. The Rollup Report is based on the current hierarchy not that at form creation.
- E. The Rollup Report provides a summary of compensation entries budget information.

Answer: A,D,E

NEW QUESTION # 21

For which customer requirement do you need to develop a custom statement?

- A. Mix of data from compensation variable pay
- B. Different statements per employee group
- C. Field visibility is conditional on amount
- D. Pie graph showing compensation element distribution

Answer: D

Explanation:
SAP SuccessFactors Compensation statements do not support advanced graphical elements like pie charts directly within standard statements.
* Creating Custom Statements for Graphs
* Option B: A custom statement would be required to include advanced elements such as pie graphs, as standard statement templates do not natively support graphical components.
* Why Other Options Are Incorrect
* Option A (mix of data from compensation and variable pay), Option C (different statements per employee group), and Option D (conditional field visibility based on amount) are all possible with standard statement configurations.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Custom Statement Development and Standard vs. Custom Statement Capabilities.

NEW QUESTION # 22

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