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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q13-Q18):

### NEW QUESTION # 13

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review - Export permission.
- B. The user needs the Executive Review - Import permission.
- C. The user needs the Executive Review - Mass Action permission.
- D. The user needs the Executive Review - Edit permission.
- E. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.

**Answer: A,B,D**

Explanation:

To use the Executive Review Offline Edit feature in SAP SuccessFactors Compensation, certain permissions are required for downloading data, making bulk changes offline, and re-uploading those changes.

\* Executive Review - Export Permission

\* Option A: This permission allows users to export the compensation data from the Executive Review page to a downloadable format (such as Excel). This is essential for performing offline edits.

\* Executive Review - Import Permission

\* Option B: This permission enables users to import or re-upload the edited data back into the system after making bulk changes offline. It's critical to ensure these changes are successfully integrated into the worksheet.

\* Executive Review - Edit Permission

\* Option D: This permission allows users to edit entries within the Executive Review interface. It is necessary for making adjustments to compensation data.

\* Why Other Options Are Incorrect

\* Option C (Executive Review - Mass Action permission) is unrelated to offline editing; it pertains to actions like applying mass updates within the online Executive Review.

\* Option E (Ad Hoc Reports for the Compensation Planning domain) is for reporting rather than permissions directly related to offline editing capabilities.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Executive Review Permissions and Offline Edit Requirement

#### NEW QUESTION # 14

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

**Answer: D**

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 # 15

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

**Answer: B**

#### NEW QUESTION # 16

What functions are available in a compensation profile? Note: There are 3 correct answers to this question.

- A. View budgets.
- B. Import salary history into the profile.
- **C. Display salary history.**
- **D. Promote an employee.**
- **E. Enter recommendations.**

**Answer: C,D,E**

#### NEW QUESTION # 17

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget\_table", customCountry, 1))/100.

The lookup table "budget\_table" is configured with one input one output. There are three rows in the table:

\*USA = 5

\*GBR = 3

\*\*=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- **A. Surround the lookup function with the toNumber function.**
- B. Remove the extra parentheses.
- C. Change the column to be of the Amount type.
- D. Surround the curSalary with the toString function.

**Answer: A**

Explanation:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

\* Option B: "Surround the lookup function with the toNumber function."

\* In this formula, (curSalary lookup("budget\_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget\_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.

Explanation for Incorrect Options:

Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.

Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.

Option D does not impact the data type and thus would not resolve the issue.

#### NEW QUESTION # 18

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