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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q11-Q16):**

### NEW QUESTION # 11

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. defPercentFormat ###0##
- B. defAmountFormat #,##0##
- C. defPercentFormat #,##0.00
- D. defPercentFormat #####.####

**Answer: A**

Explanation:

The defPercentFormat ###0## configuration in SAP SuccessFactors Compensation allows percentages to display decimal points only when necessary.

\* Format Explanation

\* Format ###0##: This format displays whole numbers without decimal places if the value is an integer (e.g., 40% instead of 40.00%). If there are decimal values present (e.g., 40.54%), it will display them, as it does not limit the number of decimal places but adapts based on the value.

\* Why Other Options Are Incorrect

\* Option A (#,##0.00) forces two decimal places in all cases.

\* Option B (#####.####) allows multiple decimal places but would display extra zeros for whole numbers.

\* Option C (defAmountFormat #,##0##) is used for amounts, not percentages.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Percentage and Number Formatting and Field Display Options.

### NEW QUESTION # 12

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. SOAP
- B. IDoc
- C. RFC
- D. OData

**Answer: A,D**

### NEW QUESTION # 13

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

**Answer: A**

Explanation:

To give planners a comprehensive view of how their direct and indirect reports are adhering to allocated budgets before final approval, SAP SuccessFactors Compensation provides the Detailed (Rollup) Report option, which aggregates budget data across multiple hierarchy levels.

\* Option A: "Include the Detailed (Rollup) Report option in the worksheet configuration."

\* The Detailed (Rollup) Report allows planners to view budget allocation and adherence information for both direct and indirect reports in one consolidated report. This report is accessible from the worksheet, providing planners with visibility into how each level of their reporting structure is adhering to the assigned budgets before final approval.

: SAP SuccessFactors Compensation Guide > Worksheet Configuration > Setting Up Rollup Reports for Budget Overview.

Explanation for Incorrect Options:

Option B (Ad Hoc report) provides custom reporting capabilities but does not integrate directly with the compensation worksheet, limiting its effectiveness within the approval process.  
Option C (Executive Review Read permission) is designed for higher-level review rather than for direct planner access.  
Option D (Dashboard Tile) would not provide the detailed budget adherence view directly within the worksheet.

#### NEW QUESTION # 14

Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is available on the worksheet.

However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?

- A. Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.
- B. Include the rating on the statement in the right section.
  - \*Include a Conditional Text Section on the statement using the rating field as a condition.
  - \*Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- C. Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.
  - \*Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- D. Include the rating on the statement in the right section.
  - \*Include a Conditional Text Section on the statement using the rating field as a condition.
  - \*Ensure the rating field is hidden on the statement by setting an impossible display condition.

**Answer: C**

Explanation:

To meet the requirement of displaying a paragraph only for employees on a Performance Improvement Plan (PIP) without showing the rating, the use of conditional text combined with field-based permissions is the best approach.

\* Conditional Text Section and Field-Based Permissions

\* Option D: A conditional text section allows you to set conditions (such as rating equals 1 or 2) to display specific content only for certain employees. Using field-based permissions to hide the rating ensures it is not displayed on the worksheet or statement.

\* Why Other Options Are Incorrect

\* Options A and B involve including the rating in the statement, which the client does not want.

\* Option C (adding a paragraph for all employees with a note) does not selectively display the content based on PIP status.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Conditional Text Sections and Field-Based Permissions.

#### NEW QUESTION # 15

Your EC-integrated template has an Effective Date of April 1 under Worksheet Settings. Your eligibility rule states that only grade 1 employees are eligible for compensation. On March 1 an employee is grade 1, but on April 15 they are promoted to grade 2. On April 16 you run Update all worksheets with the checkbox "Update worksheet to reflect any employee's eligibility changes" selected. What happens on the worksheet for this employee?

- A. The employee remains on the worksheet but becomes grayed out.
- B. The employee is removed from the worksheet.
- C. The employee remains eligible for planning with no changes.
- D. The employee remains on the worksheet but their planning fields reset to default values.

**Answer: C**

#### NEW QUESTION # 16

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