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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q45-Q50):

NEW QUESTION # 45
What action is required to enable Employee Central integration for a template?

- A. Reload guidelines.
- B. Enable field-based permissions.
- C. Provide an effective date
- D. Update pay guide format.

Answer: C

NEW QUESTION # 46
In Admin Center, you load a pay matrix table as shown in the screenshot. You map Attribute 1 to Geo Zone, Attribute 2 to Legal Entity, Attribute 3 to Pay Frequency.
On the compensation worksheet, an employee is in the UK LONDON Geo Zone, the ABC Legal Entity, Pay Frequency of BWK, Pay Grade GR-08. The employee's current range penetration is calculated as exactly 0%.
What is their current salary?

- A. 3147.0
- B. 3458.0
- C. 3140.0
- D. 2852.0

Answer: D

NEW QUESTION # 47
Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.
The planner enters a $1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 2-3%
  *Total Increase is $500
- B. Guideline is displayed as 2-3%
  *Total Increase is $1,000
- C. Guideline is displayed as 4-6%
  *Total Increase is $500
- D. Guideline is displayed as 4-6%
  *Total Increase is $1,000

Answer: A

Explanation:
When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.
* Proration Impact on Guideline Range and Total Increase
* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.
* Total Increase Calculation: When the planner enters a $1,000 merit increase, the proration factor is applied, resulting in a final increase of $500 (50% of $1,000).
* Why Other Options Are Incorrect
* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.
* Option D incorrectly calculates the total increase without applying the 50% proration.
* Reference Documentation

* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

NEW QUESTION # 48

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By using the Rollup Hierarchy report
- B. By exporting troubleshooting information found on the Define Planners screen
- C. By changing the Method of Planner to Compensation Manager Hierarchy
- D. By using the Check Tool

Answer: B,D

NEW QUESTION # 49

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 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.
- 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 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.
- D. 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.

Answer: D

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.

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