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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q65-Q70):

### NEW QUESTION # 65

What action is required to enable Employee Central integration for a template?

- A. Update pay guide format.
- B. Provide an effective date

- C. Enable field-based permissions.
- D. Reload guidelines.

**Answer: B**

Explanation:

In SAP SuccessFactors Compensation, enabling integration with Employee Central requires specifying an effective date. This date is essential because Employee Central (EC) integration pulls data that is time-dependent, such as employee job information, pay components, and other relevant details.

- \* Providing an Effective Date for Integration
- \* Effective Date: Setting an effective date in the compensation template is necessary to synchronize data accurately from Employee Central. The system uses this date to retrieve the correct employee data as of that specific point in time.
- \* Why Other Options Are Incorrect
- \* Option A (field-based permissions) relates to access control but is not specifically required for enabling EC integration.
- \* Option B (reload guidelines) is used when updating or reloading guideline data but does not affect EC integration.
- \* Option C (update pay guide format) is unrelated to Employee Central integration.
- \* Reference Documentation
- \* SAP SuccessFactors Compensation Guide on Employee Central Integration Setup and Effective Date Configuration.

### NEW QUESTION # 66

What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note: There are 3 correct answers to this question.

- A. HR Manager hierarchy
- B. Compensation hierarchy (Second Manager)
- C. Standard Suite hierarchy
- D. Rollup hierarchy (including Inactives)
- E. Standard Suite hierarchy (including Inactives)

**Answer: B,C,D**

### NEW QUESTION # 67

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 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.
- B. 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.
- C. 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.
- D. 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.

**Answer: C**

### NEW QUESTION # 68

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. Edit the XML add a comp-force-comment-config tag with the mode attribute set to "guideline."
- B. Under Define Standard Validation Rules, add a Force Comment Rule with the mode set to "raise."
- 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 # 69

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change. What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The employee becomes ineligible.
- **B. The pay grade remains the same as it was when the forms were created.**
- C. New forms need to be created because an error will be shown.
- D. The new pay grade is displayed.

**Answer: B**

### NEW QUESTION # 70

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