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

**NEW QUESTION # 11**

Your client has two salary plans - one for Executives another for non-Executives. Which tool can be used to combine the results from both templates in a single output document?

Note: There are 2 correct answers to this question.

- A. Story reports
- B. **Ad Hoc report**
- C. **Aggregate export**
- D. Executive Review

**Answer: B,C**

#### **NEW QUESTION # 12**

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Use Role-Based Permissions to control access to only display previous years' statements.
- B. **Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.**
- C. Remove access to Employee Profile during compensation planning.
- D. Disable access to all statements, including the prior years' statements.

**Answer: B**

#### **NEW QUESTION # 13**

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

**Answer: C**

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 # 14**

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?

- A. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
  - \* Use the Publish Selected Employees in Employee Central to publish the data for this country.
  - \* Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- B. Enter the effective date for the largest country in the Employee Central Settings screen.
  - \* Publish the results of the planning for all countries.
  - \* Manually modify the effective dates of the resulting EC data for the smaller countries.
- C. Create a lookup table that contains the different dates that uses country as an input.
  - \* Create a custom date column that reads from the lookup table based on employee country.
  - \* Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- D. Create a lookup table that contains the different dates that uses country as an input.
  - \* Map the lookup table name to the "start-date" of the pay component in the XML.

**Answer: C**

#### **NEW QUESTION # 15**

What are some general principles for creating Route Maps for client projects? Note: There are 2 correct answers to this question.

- A. Only include those that would alter a decision, not simply review.
- B. Use a Signature step so the employee is aware of the decisions once the form is marked as "Complete".
- C. Use reporting Executive Review for reviewing trends aggregate budgets.
- D. Use the "Get Feedback" function to allow people outside the hierarchy to comment on the decisions.

**Answer: A,C**

#### **NEW QUESTION # 16**

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