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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q19-Q24):

NEW QUESTION # 19

What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. In-progress forms are NOT affected.
- B. In-progress forms are only affected when Update All Worksheets is run.
- C. Only completed forms are affected.
- D. Change is dynamic to in-progress forms.

Answer: D

Explanation:

When the currency conversion table is updated during a planning period, in-progress forms reflect these changes dynamically.

* Option C: "Change is dynamic to in-progress forms."

* In SAP SuccessFactors Compensation, currency conversion updates affect in-progress worksheets immediately and dynamically without the need for manual updates. This feature ensures accurate currency data throughout the planning period.

NEW QUESTION # 20

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

Answer: A

NEW QUESTION # 21

Which compensation permissions are typically enabled in role-based permissions for Human Resources Business Partners?

Note: There are 2 correct answers to this question.

- A. Manage Compensation Forms
- B. Executive Review Export
- C. Compensation Management
- D. Generate Statements

Answer: B,C

NEW QUESTION # 22

What can be configured under Define Standard Validation Rules? Note: There are 2 correct answers to this question.

- A. Split to Lump Sum when exceeding salary range.
- B. Update guideline hard limit.
- C. Disallow save when budget is exceeded.
- D. Force comment when recommendation is outside guidelines.

Answer: A,D

NEW QUESTION # 23

A customer is using the Standard Manager hierarchy would like the following approval process:

1. Planning Manager
2. Next Level Manager
3. Reward Team member who launched the forms

How will you set this up in the Route Map?

- A. Manager - Manager's Manager - Originator
- B. Employee Manager - Originator
- C. Employee Manager - User
- D. Manager - Manager's Manager - User

Answer: B

NEW QUESTION # 24

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