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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q28-Q33):

NEW QUESTION # 28

In an EC-integrated implementation, which of the following EC elements can be used to map fields? Note: There are 3 correct answers to this question.

- A. Background Elements
- B. Pay Components
- C. Biographical Information
- D. Time Off
- E. MDF Objects

Answer: B,C,E

NEW QUESTION # 29

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Create a custom column referencing a lookup table to pull in the text.
- B. Change the rating scale in Performance Management.
- C. Add help text to the PM Rating field.
- D. Update the field-based permissions for the PM Rating field.

Answer: D

NEW QUESTION # 30

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

- A. 1%-2%
- B. 2%-4%
- C. 3%-5%
- D. 0%-0%

Answer: B

NEW QUESTION # 31

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.

Pay Grade	Min. Pay	Mid. Pay	Max. Pay	Attribute1	Attribute2	Attribute3
GR-05	42500.0	53550.0	64600.0	true	*	*
GR-06	49700.0	64850.0	80000.0	true	*	*
GR-07	56900.0	72050.0	87200.0	true	*	*
GR-08	5341.67	6604.17	7866.67	true	USA_RURAL	Mon
GR-08	4712.78	5826.62	6940.46	true	CHINA	Mon
GR-08	2852.0	3458.0	4064.0	true	*	BWK
GR-09	3089.67	3746.17	4402.67	true	UK	SMT
GR-09	3147.0	3594.0	4261.0	true	UK	BWK
GR-09	3575.0	4125.0	4875.0	true	*	SMT
GR-09	3100.0	3750.0	4290.0	true	*	BWK
GR-10	81640.0	97396.0	113152.0	true	*	ANNUAL
GR-10	3140.0	3746.0	4352.0	true	*	BWK
GR-10	3401.67	4058.17	4714.67	true	*	SMT

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

Answer: A

NEW QUESTION # 32

Which of the following are features of the clean core dashboard?

Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, production tenants.
- B. It can be accessed by using SAP For Me.
- C. Customers can grant access to the dashboard to partners.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: B,C

NEW QUESTION # 33

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