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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q41-Q46):

NEW QUESTION # 41
Your non-EC customer wants only users in Pay Grade 1 2 to be ineligible for Lump Sum; Pay Grades 3 through 9 are eligible.

What can you do to fulfill this requirement?
Note: There are 3 correct answers to this question.

- A. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- B. Start with all employees are ineligible. Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades makes them eligible for the Lump Sum field.
- C. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field.
- D. Start with all employees are eligible. Using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 2 ineligible for the Lump Sum field.
- E. Start with all employees are eligible. In the UDF, set the LUMPSUM ELIGIBLE field to FALSE for Grades 1 2, TRUE for Grades 3 through 9.

Answer: A,B,E

NEW QUESTION # 42
Which of the following tasks require that worksheets are moved to Complete before they can be performed?
Note: There are 2 correct answers to this question.

- A. Exporting data from Executive Review
- B. Publishing Compensation Results in Employee Central
- C. Compensation Plan Activity Audit
- D. Generating Compensation Statements

Answer: B,D

NEW QUESTION # 43
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.
  *Extract the new TC with a report manually create import files to update EC.
- 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 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.
- 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.

NEW QUESTION # 44
Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- C. SAP Business Accelerator Hub

Answer: C

Explanation:
SAP provides the SAP Business Accelerator Hub (formerly known as the SAP API Business Hub) as a comprehensive resource to explore released APIs for various SAP products, including SuccessFactors.
* SAP Business Accelerator Hub
* The Business Accelerator Hub hosts an extensive library of APIs, documentation, and use cases for SAP products. Users can explore OData, SOAP, and other available APIs specific to SAP SuccessFactors.
* Why Other Options Are Incorrect
* Option A (SAP Application Interface Framework) is mainly used for error handling and monitoring within on-premise SAP environments.
* Option B (SAP Integration Suite) is used for integration scenarios but does not provide a library to explore APIs; it's intended for creating and managing integrations.
* Reference Documentation
* SAP Help Portal and SAP Business Accelerator Hub on Exploring and Using APIs.

NEW QUESTION # 45
Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who are on a performance improvement plan get a different statement from those who are not.
- B. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.
- C. Employees in one country get a statement at a different time from those in other countries.
- D. Employees who were hired after a certain date do NOT get a statement.

Answer: B,D

Explanation:
The Suppress Statement function in SAP SuccessFactors Compensation is used to selectively prevent statement generation for specific employee groups based on predefined criteria.
* Option A: "Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement."
* This scenario is a suitable use of the Suppress Statement function. Only employees who receive RSU (Restricted Stock Units) grants will have a statement generated, while those without RSUs will not. This selective suppression prevents irrelevant statements from being issued.
: SAP SuccessFactors Compensation Guide > Statement Management > Suppressing Statements Based on Eligibility Criteria.
Option B: "Employees who were hired after a certain date do NOT get a statement." Employees hired after a specific date, often set as a cutoff for eligibility in a compensation cycle, can be excluded from statement generation using the Suppress Statement function. This prevents issuing statements to employees who were not part of the compensation cycle or plan.
Reference: SAP SuccessFactors Compensation Guide > Statement Management > Using Suppress Statement Function for Hire

Date Criteria.
Explanation for Incorrect Options:
Option C (Employees in one country get a statement at a different time) does not directly relate to suppression; it is better managed by scheduling or workflow controls.
Option D (Employees on a performance improvement plan receive a different statement) would be handled by creating a separate template rather than using the Suppress Statement function.

NEW QUESTION # 46

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