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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q12-Q17):

NEW QUESTION # 12

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Create a new custom field with a formula under Column Designer.
- B. Update the Rating Label Format to Number-Text under Display Settings.
- C. Change the labels in the rating scale to include both the number text.
- D. Create a lookup table with the number text.

Answer: B

Explanation:

To display both the numerical and textual components in the standard Performance Rating field, you need to adjust the Rating Label

Format in the Display Settings within the Compensation template setup.

- * Rating Label Format in Display Settings
- * Option D: By setting the Rating Label Format to Number-Text, you enable the display of both the rating number and the descriptive text label in the Performance Rating field.
- * This adjustment applies the combined format (e.g., "3 - Meets Expectations") in the worksheet, allowing users to see both components simultaneously.
- * Why Other Options Are Incorrect
- * Option A: Changing labels in the rating scale would only adjust the label text, not the combined display format.
- * Option B and Option C (custom field and lookup table) are unnecessary, as the Number-Text format can be set directly.
- * Reference Documentation
- * SAP SuccessFactors Compensation Guide on Performance Rating Display Options.

NEW QUESTION # 13

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Create a new custom field with a formula under Column Designer.
- **B. Update the Rating Label Format to Number-Text under Display Settings.**
- C. Change the labels in the rating scale to include both the number text.
- D. Create a lookup table with the number text.

Answer: B

NEW QUESTION # 14

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

Explanation:

In SAP SuccessFactors Compensation, certain actions require that worksheets are marked as "Complete" to finalize and lock in all data. This requirement ensures data integrity and consistency across various processes in the compensation cycle.

* Option A: "Generating Compensation Statements"

* Before generating compensation statements, it is necessary to complete the worksheets. Once a worksheet is marked as "Complete," it locks the data, allowing for consistent and finalized data to be used in the compensation statements.

: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.

Option B: "Publishing Compensation Results in Employee Central"

Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.

This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.

Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data >

Requirements for Publishing to Employee Central.

Explanation for Incorrect Options:

Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.

Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

NEW QUESTION # 15

Your customer has the requirement where both sales non-sales employees are included on a single compensation template.

However, only sales employees are eligible for a lump sum award.

How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

- **A. You can include the Lump Sum item in the statement template set a condition on its display so that it will only be shown if it**

is greater than 0.

- B. You cannot do this with a single statement template; a second template must be created to include this item statement groups used to assign the templates appropriately.
- C. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions. If the column is hidden on the worksheet, it won't appear on the statement.
- D. You can include the Lump Sum item in the statement template put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees.

Answer: A

Explanation:

To display the Lump Sum item on the compensation statement for sales employees only, use a condition based on whether the Lump Sum amount is greater than 0.

* Option D: "You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0."

* By including the Lump Sum field and setting a display condition where it only appears if the Lump Sum amount is greater than 0, the statement will automatically hide the Lump Sum item for non-sales employees (who would have a 0 value for this field).

: SAP SuccessFactors Compensation Guide > Statement Configuration > Setting Conditional Display for Statement Items.

Explanation for Incorrect Options:

Option A would affect worksheet visibility but not the statement display.

Option B suggests creating a separate template, which is unnecessary.

Option C proposes adding a disclaimer rather than using a conditional display, which may be less professional.

NEW QUESTION # 16

Which of the following can you use to explore released APIs?

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

Answer: A

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 # 17

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