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### **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q72-Q77):**

#### **NEW QUESTION # 72**

Your customer is based in the UK has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), Germany (EUR). They would like the budget displayed in local currency for all planners - for example, German planners see the budget in EUR, not GBP.

How can you best accomplish this?

Note: There are 2 correct answers to this question.

- A. Have four separate templates, one for each country.
- B. Disable Functional Currency mode.
- C. Use budget grouping group on the local currency code.
- D. Enable Planner Currency mode.

**Answer: C,D**

#### NEW QUESTION # 73

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

**Answer: C**

#### NEW QUESTION # 74

Your customer has an Employee Central integrated template with an effective date of March 1, 2023. The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2023, with a start date of March 1, 2023. An employee gets promoted on March 5, 2023, which includes a pay grade change. What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

- A. The pay grade remains the same as it was when the forms were created.
- B. The new pay grade is displayed.
- C. The employee becomes ineligible.
- D. New forms need to be created because an error will be shown.

**Answer: A**

#### NEW QUESTION # 75

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?

- A. Create a read-only string field make it reloadable.
- B. Create an editable string field with enumerated values.
- C. Create an editable string field make it reportable.
- D. Create a read-only string field make it reportable.

**Answer: B**

Explanation:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

\* Configuring an Editable Field with Enumerated Values

\* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

\* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

\* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

\* Why Other Options Are Incorrect

- \* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.
- \* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.
- \* Reference Documentation
- \* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.
- \* SAP Help Portal: Field and Custom Column Setup in Compensation.

#### NEW QUESTION # 76

Your customer has part-time full-time employees. You notice that for part-time employees, their compa-ratio in EC is different than in Compensation. What do you configure in the system to have it calculate the correct compa-ratio take into account the FTE?

- A. Add values in the EC Pay Range object to align with each FTE.
- B. Create a custom Amount column to store FTE rather than using the standard FTE column.
- C. Set the XML attribute isActualSalaryImported to False in the compensation plan template ensure standard FTE field is used.
- D. Set the XML attribute isActualSalaryImported to True in the compensation plan template ensure standard FTE field is used.

**Answer: C**

#### NEW QUESTION # 77

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