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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q66-Q71):

NEW QUESTION # 66

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

Answer: C

NEW QUESTION # 67

Which of the following fields can be used to group budgets? Note: There are 2 correct answers to this question.

- A. Currency Code (localCurrencyCode)
- B. Pay Grade (payGrade)
- C. Performance Rating (pmRating)
- D. Any custom, reportable, read-only String field

Answer: A,D

NEW QUESTION # 68

Which of the following Permissions is NOT recommended to be given to all HRBPs who are supporting a Salary Review Process?

- A. Compensation Management Permissions
- B. Executive Review Export Permissions
- C. Executive Review Edit Permissions

- D. Report Permissions

Answer: C

Explanation:

In SAP SuccessFactors Compensation, granting the appropriate permissions to HR Business Partners (HRBPs) is crucial to supporting the salary review process effectively while maintaining data security and integrity. The following permissions are typically managed with caution:

* Executive Review Edit Permissions (Option C):

* It is not recommended to grant all HRBPs "Executive Review Edit Permissions" as this allows for extensive changes across compensation plans, which may be inappropriate for all HRBP roles. This permission should generally be reserved for high-level administrators or managers who need to make adjustments at the executive review level.

Other Permissions:

* Executive Review Export Permissions (Option A) and Report Permissions (Option B) are commonly provided to HRBPs for data analysis.

* Compensation Management Permissions (Option D) is often necessary for HRBPs to carry out their roles effectively, enabling them to manage employee compensation-related tasks.

NEW QUESTION # 69

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. Create a lookup table with the number text.
- C. Change the labels in the rating scale to include both the number text.
- D. Update the Rating Label Format to Number-Text under Display Settings.

Answer: D

NEW QUESTION # 70

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

- A. In-progress forms are only affected when Update All Worksheets is run.
- B. In-progress forms are NOT affected.
- 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 # 71

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