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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q75-Q80):

NEW QUESTION # 75

What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note:
There are 3 correct answers to this question.

- A. Compensation hierarchy (Second Manager)
- B. Rollup hierarchy (including Inactives)
- C. Standard Suite hierarchy
- D. Standard Suite hierarchy (including Inactives)
- E. HR Manager hierarchy

Answer: A,B,C

NEW QUESTION # 76
Your client has two salary plans - one for Executives another for non-Executives. Which tool can be used to combine the results from both templates in a single output document?
Note: There are 2 correct answers to this question.

- A. Executive Review
- B. Aggregate export
- C. Ad Hoc report
- D. Story reports

Answer: B,C

NEW QUESTION # 77
While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.
How can you accomplish this?

- A. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- B. Use Role-Based Permissions to control access to only display previous years' statements.
- C. Remove access to Employee Profile during compensation planning.
- D. Disable access to all statements, including the prior years' statements.

Answer: A

Explanation:
To control visibility of the current cycle's compensation statements while allowing access to past statements, use specific settings on the current year's statements:
* Option C: "Under the permissions of the current statement(s), change the setting to Generated statements are not viewable."
* By changing the settings of the current year's statement to "Generated statements are not viewable," you can control access to the current cycle's statements without impacting previous years. This option is effective for validation purposes as it restricts visibility for current statements while keeping historical statements accessible.

NEW QUESTION # 78
Which of the following fields can be used to group budgets? Note: There are 2 correct answers to this question.

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

Answer: A,C

NEW QUESTION # 79
Which of the following requires the use of custom validations?
Note: There are 2 correct answers to this question.

- A. A warning message when the budget is exceeded
- B. An error message when the maximum guideline is exceeded
- C. An error message when adjustments are entered in two different fields
- D. An error message when planners enter a promotion without changing pay grade

Answer: A,D

NEW QUESTION # 80

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