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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q22-Q27):

NEW QUESTION # 22

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. USERNAME
- B. MANAGER
- C. USERID
- D. STATUS

Answer: C,D

Explanation:

When importing a compensation-specific User Data File (UDF) in SAP SuccessFactors Compensation, selecting "Assign default required field values for new users if none specified" in provisioning helps auto-fill necessary fields. However, certain fields must still be present for the import to function correctly:

* USERID: This column uniquely identifies each employee and is mandatory as it links users to their respective records.

* STATUS: This field indicates whether the user is active, inactive, or terminated, which is essential for proper processing in the compensation module. These fields are foundational to user records and are required for accurate data synchronization. References: SAP SuccessFactors Compensation Implementation Guide - Required Fields for User Data File Import.

NEW QUESTION # 23

Your customer would like the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review. However, they want to make sure that this is only possible during the last week of the planning cycle. How can you achieve this?

- A. Create a custom editable Money field use custom validation to check that values are NOT entered until the correct date.
- B. Create a custom read-only Money field change read-only to No on the correct date.
- C. Create a custom editable Money field. In the formula to calculate the final salary, use the dateDiff() function to determine if the custom column can override the calculated value.
- D. Create a custom editable Money field with field-based permissions set to read-only. Change the permissions to editable on the correct date.

Answer: C

NEW QUESTION # 24

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?

- A. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
*Use the Publish Selected Employees in Employee Central to publish the data for this country.
*Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- B. Create a lookup table that contains the different dates that uses country as an input.
*Create a custom date column that reads from the lookup table based on employee country.
*Map the column ID of the custom date column to the "start-date" of the pay component in the XML.
- C. Create a lookup table that contains the different dates that uses country as an input.
*Map the lookup table name to the "start-date" of the pay component in the XML.
- D. Enter the effective date for the largest country in the Employee Central Settings screen.
*Publish the results of the planning for all countries.
*Manually modify the effective dates of the resulting EC data for the smaller countries.

Answer: B

Explanation:

To meet the requirement of publishing different effective dates for each country in an SAP SuccessFactors Compensation worksheet:

* First, create a lookup table that specifies the effective date for each country.

* Then, set up a custom date column in the compensation template that retrieves the effective date from this lookup table based on the employee's country.

* Finally, map this custom date column in the XML template to the start-date of the pay component, ensuring each country has the correct effective date when the compensation data is sent back to Employee Central. This method allows for automation of country-specific effective dates, avoiding manual adjustments and ensuring consistency. References: SAP SuccessFactors Compensation Integration with Employee Central Guide - Lookup Tables and Effective Date Configuration.

NEW QUESTION # 25

When should you configure a compensation template using the Second Manager hierarchy? Note: There are 2 correct answers to this question.

- A. Your customer wants someone other than the standard manager to make compensation recommendations.
- B. Your customer wants only directors above to do planning.
- C. Your customer wants to include HR in their route map.
- D. Your customer has more than three manager approval levels in their route map.

Answer: A,B

NEW QUESTION # 26

Which statements accurately describe Rollup Reports?

Note: There are 3 correct answers to this question.

- A. The Standard, Compensation, Rollup Hierarchies are all supported.
- B. Enabling the Rollup Report for End-Users requires a specific tag in the XML.
- C. Custom Columns with the "Show Totals" attribute selected are shown.
- D. The Rollup Report is based on the current hierarchy not that at form creation.
- E. The Rollup Report provides a summary of compensation entries budget information.

Answer: B,D,E

NEW QUESTION # 27

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