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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q57-Q62):

NEW QUESTION #57

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

- A. Circular hierarchies for form creation
- B. Reportable fields correctly configured
- C. Custom validations correctly configured
- D. Accuracy of formula calculations

Answer: A,D

NEW OUESTION #58

How can the compRating field be used to enhance the compensation worksheet?

Note: There are 2 correct answers to this question.

- A. It allows for performance ratings to use a different rating scale.
- B. It allows a second rating field for guidelines.
- C. It allows for performance form rating overrides.
- D. It allows ratings to be entered directly on the planning worksheet for those employees who do NOT have a performance form.

Answer: A.D

NEW QUESTION #59

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

Answer: A,B,D

NEW QUESTION #60

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- A. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
- B. Set the guideline pattern to be low-high.
- C. Enable a hard limit stop for the merit guideline in Admin Center.
- D. Enable a hard limit stop for the merit guideline in Admin Center.

Answer: C

NEW QUESTION #61

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. Use the suppress statement function.
- B. Create multiple statement templates use groups.
- C. Use two compensation worksheet templates.
- D. Use conditional text sections in the statement editor.

Answer: D

Explanation:

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance

ratings or other criteria.

- * Using Conditional Text Sections
- * Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another
- * Why Other Options Are Incorrect
- * Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.
- * Option B (two worksheet templates) adds administrative complexity.
- * Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.
- * Reference Documentation
- * SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

NEW QUESTION #62

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