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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q12-Q17):

NEW QUESTION # 12

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By using the Rollup Hierarchy report
- **B. By exporting troubleshooting information found on the Define Planners screen**
- **C. By using the Check Tool**
- D. By changing the Method of Planner to Compensation Manager Hierarchy

Answer: B,C

Explanation:

To check for breaks in the Planning Manager Hierarchy in SAP SuccessFactors Compensation, you can use the following methods:
* Export troubleshooting information from the Define Planners screen: This option allows you to download a file that shows detailed planner hierarchy information, enabling you to identify gaps or breaks in the structure.

References: SAP SuccessFactors Compensation User Guide - Troubleshooting and Hierarchy Management.

NEW QUESTION # 13

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

- A. Enable a hard limit stop for the merit guideline in Admin Center.
*Set the maximum value to 0.10 for all guideline formulas.
- **B. Enable a hard limit stop for the merit guideline in Admin Center.**
***Set the maximum value to 10 for all guideline formulas.**
- C. Set the guideline pattern to be low-high.
*Set the high value for all guidelines to be 10.
- D. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.
*Define each guideline formula with a default value of 10.

Answer: B

NEW QUESTION # 14

As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.

How can you best show this information?

- A. Create an Ad Hoc report share it with all planners.
- B. Create a Tile for inclusion on the planners' Dashboards.
- C. Enable the Executive Review - Read permission for all planners.
- **D. Include the Detailed (Rollup) Report option in the worksheet configuration.**

Answer: D

NEW QUESTION # 15

A customer is using the following number format: ###0 Mode: Round down Multiple: 100. How will a value of 9575.50 be displayed?

- A. 0
- **B. 1**
- C. 2
- D. 3

Answer: B

NEW QUESTION # 16

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

Answer: A,B,D

NEW QUESTION # 17

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