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

NEW QUESTION # 22

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

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

Answer: C,D

NEW QUESTION # 23

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.
- B. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- C. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.
- D. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.

Answer: A

NEW QUESTION # 24

Your customer has two pay components, with IDS SALARY_US SALARY_UK, that are used for employees' base salary in their respective countries. They want to plan for all employees on a single worksheet using the employees' periodic salary, NOT the annual value.

What is the best way to accomplish this?

- A. Create two different templates use eligibility rules to ensure employees appear on the correct one.
- B. Create two custom columns map each to the pay components. Use a third custom column to display whichever is non-zero.
- C. Create a pay component group that includes both pay components use that for the planning.
- D. Ensure the Used for Comp Planning flag of the pay components is set to Comp do NOT map to a specific pay component ID in the worksheet.

Answer: D

NEW QUESTION # 25

Which of the following tasks require that worksheets are moved to Complete before they can be performed?

Note: There are 2 correct answers to this question.

- A. Exporting data from Executive Review
- B. Publishing Compensation Results in Employee Central
- C. Compensation Plan Activity Audit
- D. Generating Compensation Statements

Answer: B,D

Explanation:

In SAP SuccessFactors Compensation, certain actions require that worksheets are marked as "Complete" to finalize and lock in all data. This requirement ensures data integrity and consistency across various processes in the compensation cycle.

* Option A: "Generating Compensation Statements"

* Before generating compensation statements, it is necessary to complete the worksheets. Once a worksheet is marked as "Complete," it locks the data, allowing for consistent and finalized data to be used in the compensation statements.

: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.

Option B: "Publishing Compensation Results in Employee Central"

Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.

This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.

Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data >

Requirements for Publishing to Employee Central.

Explanation for Incorrect Options:

Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.

Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

NEW QUESTION # 26

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus. What is the correct syntax to calculate the adjustment budget?

- A. `toNumber(lookup("2018_BudgetPool", custom Country,customStatus,2))"curSalary`
- B. `toNumber(lookup("2018_BudgetPool", custom Country,customStatus,adjustment))"curSalary`
- C. `toNumber(lookup("2018_BudgetPool", custom Country,customStatus,1))"curSalary`
- D. `toNumber(lookup("2018_BudgetPool,custom Country, customStatus, Adjustment))*curSalary`

Answer: C

Explanation:

In SAP SuccessFactors Compensation, using look-up tables in formulas is a common method to calculate budget adjustments based on multiple criteria like an employee's country and status. This question is about selecting the correct syntax for using a look-up table to calculate a custom budget based on these criteria. Let's break down the logic and syntax for why option A is correct.

* Look-up Table Functionality in Compensation Templates In SuccessFactors Compensation, look-up tables are used to fetch values dynamically based on specific conditions. The lookup function in SAP allows fetching data from a pre-defined table by matching values from specified columns.

* Syntax and Parameters in the Lookup Function The lookup function syntax in SAP SuccessFactors Compensation is generally:

plaintext

Copy code

`lookup("<lookupTableName>", <lookupKey1>, <lookupKey2>, <columnIndex>)`

* `<lookupTableName>`: Name of the look-up table (in this case, "2018_BudgetPool").

* `<lookupKey1>` and `<lookupKey2>`: The fields in the form template used to search in the look-up table. Here, the customCountry and customStatus fields are used to locate the relevant budget value.

* `<columnIndex>`: Specifies the index of the column to retrieve. In this scenario, "1" refers to the budget adjustment percentage in the look-up table.

* Correct Formula Explanation

* Option A: `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, 1)) * curSalary`

* This option correctly uses the lookup function to locate the appropriate adjustment factor (e.

g., 1%) from the 2018_BudgetPool table based on the employee's country (customCountry) and status (customStatus).

* The toNumber() function is applied to ensure the fetched value is numeric, allowing it to be used in multiplication.

* The formula then multiplies the adjustment factor by the current salary (curSalary) to calculate the adjustment budget.

* Why Other Options Are Incorrect

* Option B: `toNumber(lookup("2018_BudgetPool, customCountry, customStatus, Adjustment)) * curSalary`

* This option contains syntax errors, such as missing quotation marks around the table name, and "Adjustment" is not a parameter in this lookup. The syntax is incorrect for SuccessFactors' formula setup.

* Option C: `toNumber(lookup("2018_BudgetPool", customCountry,customStatus, 2)) * curSalary`

* Incorrect because customCountry.customStatus is treated as a single parameter, which is invalid. Each key (customCountry and customStatus) should be separated by a comma, not a period.

* Option D: `toNumber(lookup("2018_BudgetPool", customCountry, customStatus, adjustment)) * curSalary`

* This option misuses "adjustment" as a parameter in the lookup, which is not defined within the context of the table structure.

* Additional SAP SuccessFactors Compensation References

* SAP SuccessFactors Compensation Guide: Refer to SAP Help Portal's SuccessFactors Compensation Guide for syntax rules of lookup tables.

* Lookup Table Configuration: In the configuration, ensure that the look-up table (2018_BudgetPool) is correctly defined with customCountry and customStatus as keys, and that the adjustment percentage is in the correct column (column index 1 in this example).

The correct formula, Option A, follows SAP's syntax requirements and functional logic to retrieve the adjustment budget accurately.

NEW QUESTION # 27

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