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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q78-Q83):

NEW QUESTION # 78
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. Generating Compensation Statements
- C. Compensation Plan Activity Audit
- D. Publishing Compensation Results in Employee Central

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 # 79
Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Application Interface Framework
- C. SAP Integration Suite

Answer: A

NEW QUESTION # 80
Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Change the labels in the rating scale to include both the number text.
- B. Create a new custom field with a formula under Column Designer.
- C. Update the Rating Label Format to Number-Text under Display Settings.
- D. Create a lookup table with the number text.

Answer: C

Explanation:
To display both the numerical and textual components in the standard Performance Rating field, you need to adjust the Rating Label Format in the Display Settings within the Compensation template setup.
* Rating Label Format in Display Settings
* Option D: By setting the Rating Label Format to Number-Text, you enable the display of both the rating number and the descriptive text label in the Performance Rating field.
* This adjustment applies the combined format (e.g., "3 - Meets Expectations") in the worksheet, allowing users to see both components simultaneously.
* Why Other Options Are Incorrect
* Option A: Changing labels in the rating scale would only adjust the label text, not the combined display format.
* Option B and Option C (custom field and lookup table) are unnecessary, as the Number-Text format can be set directly.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Performance Rating Display Options.

NEW QUESTION # 81
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. Use Role-Based Permissions to control access to only display previous years' statements.
- B. Remove access to Employee Profile during compensation planning.
- C. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.
- D. Disable access to all statements, including the prior years' statements.

Answer: C

NEW QUESTION # 82

What is the recommended leading practice workflow for a compensation template?

- A. Manager Planning # Next Level Manager Review # Compensation Admin Review # HR Manager Planning # Complete
- B. Manager Planning # Next Level Manager Review # HR Manager Planning # Complete
- C. Process Setup # Manager Planning # Next Level Manager Review # Final Review # Complete
- D. Process Setup Manager Planning # Next Level Manager Review # Third Level Manager Review # Complete

Answer: C

Explanation:
The recommended workflow for compensation templates ensures structured review and approval, following best practices to ensure accuracy and compliance in compensation decisions.
* Recommended Workflow Stages
* Process Setup: The Compensation Admin configures the process.
* Manager Planning: Line managers make initial compensation recommendations.
* Next Level Manager Review: Next-level managers review and adjust recommendations as necessary.
* Final Review: HR or Compensation Admin conducts a final review to ensure compliance and data accuracy.
* Complete: The process is finalized and completed.
* Why Other Options Are Incorrect
* Options B, C, and D omit the Final Review or include additional manager levels not typically required, making them less aligned with the standard leading practice.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Compensation Cycle Workflow and Template Setup.

NEW QUESTION # 83

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