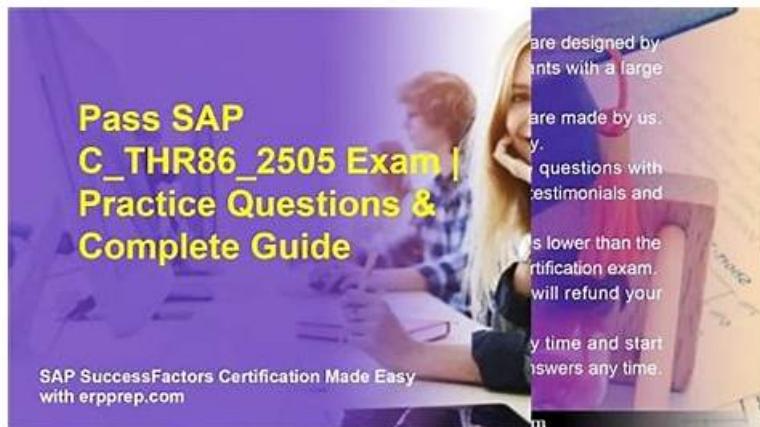


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q76-Q81):

### NEW QUESTION # 76

A customer would like percentage fields to only show decimal places if they are available. For example, 40.00% should display as 40%, but if the Percentage calculation is 40.54%, they want to display the decimal places. What number format should you use?

- A. `defPercentFormat #,##0.00`
- B. `defAmountFormat #,##0##`
- C. `defPercentFormat #####.#####`
- D. `defPercentFormat ##0##`

**Answer: D**

Explanation:

The `defPercentFormat ##0##` configuration in SAP SuccessFactors Compensation allows percentages to display decimal points

only when necessary.

\* Format Explanation

\* Format #####0##: This format displays whole numbers without decimal places if the value is an integer (e.g., 40% instead of 40.00%). If there are decimal values present (e.g., 40.54%), it will display them, as it does not limit the number of decimal places but adapts based on the value.

\* Why Other Options Are Incorrect

\* Option A (#,##0.00) forces two decimal places in all cases.

\* Option B (#####.#####) allows multiple decimal places but would display extra zeros for whole numbers.

\* Option C (defAmountFormat #,##0##) is used for amounts, not percentages.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Percentage and Number Formatting and Field Display Options.

### NEW QUESTION # 77

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Create a custom column referencing a lookup table to pull in the text.
- B. Change the rating scale in Performance Management.
- C. Add help text to the PM Rating field.
- D. **Update the field-based permissions for the PM Rating field.**

**Answer: D**

### NEW QUESTION # 78

Your client is using Salary Proration importing the Proration percentage rather than using Start End Dates. An employee is imported with a 50% proration. The merit guideline table for this employee would normally be 4-6%.

The planner enters a \$1,000 merit increase, which is within the displayed guidelines. Which of the following scenarios is accurate?

- A. Guideline is displayed as 4-6%  
\*Total Increase is \$1,000
- B. Guideline is displayed as 2-3%  
\*Total Increase is \$1,000
- C. Guideline is displayed as 4-6%  
\*Total Increase is \$500
- D. **Guideline is displayed as 2-3%  
\*Total Increase is \$500**

**Answer: D**

Explanation:

When Salary Proration is used with a proration percentage (50% in this case) rather than dates, it affects both the guideline range and the total increase.

\* Proration Impact on Guideline Range and Total Increase

\* Guideline Adjustment: Since the proration is set to 50%, the guideline range (normally 4-6%) is adjusted by 50%, resulting in a prorated guideline of 2-3%.

\* Total Increase Calculation: When the planner enters a \$1,000 merit increase, the proration factor is applied, resulting in a final increase of \$500 (50% of \$1,000).

\* Why Other Options Are Incorrect

\* Options A and B show the original guideline (4-6%), which does not reflect the proration adjustment.

\* Option D incorrectly calculates the total increase without applying the 50% proration.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Salary Proration and Merit Guidelines.

### NEW QUESTION # 79

You configured merit guidelines as shown in the screenshot.

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline

column in the compensation worksheet?

- A. 1%-2%
- B. 0%-0%
- **C. 2%-4%**
- D. 3%-5%

**Answer: C**

#### **NEW QUESTION # 80**

A customer's salary process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits. The merit guideline is based upon performance rating, compa-ratio, two custom fields, Country Job Family. The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes. How can this requirement be met?

- A. Set the Force Default On Custom Column Change option within guidelines to Yes.  
\*Make sure the Country Job Family columns are both reloadable.
- B. Ensure the default value for all merit guidelines is non-zero.  
\*Make sure the Country Job Family columns are both reloadable.
- C. Set the Force Default On Rating Change option within guidelines to Yes.  
\*Make sure the Country column is reloadable Job Family is not.
- **D. Set the Force Default On Custom Column Change option within guidelines to Yes.**  
\*Make sure the Country column is reloadable Job Family is not.

**Answer: D**

Explanation:

In SAP SuccessFactors Compensation, the Force Default On Custom Column Change option in guidelines ensures that when specific custom fields change (such as Country), the merit increase is reset to its default.

This meets the requirement of resetting the merit increase only when Country changes, not when Job Family changes.

\* Configuring Force Default on Custom Column Change

\* Option D: By setting Force Default On Custom Column Change to "Yes," the system will reset the merit increase to default values whenever a change occurs in a reloadable custom field marked as critical.

\* Reloadable Columns: Making only the Country column reloadable ensures that changes in Country will trigger the reset, while Job Family changes will not affect the merit guideline.

\* Why Other Options Are Incorrect

\* Option A involves Force Default On Rating Change, which is irrelevant for custom columns like Country or Job Family.

\* Option B and Option C involve making both Country and Job Family reloadable, which does not meet the requirement to ignore Job Family changes.

\* Reference Documentation

\* SAP SuccessFactors Compensation Guide on Guidelines and Force Default Settings.

#### **NEW QUESTION # 81**

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