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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q34-Q39):

NEW QUESTION # 34

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee

receiving a lump sum. How can you achieve this?

- A. Create a read-only string field make it reportable.
- B. Create an editable string field make it reportable.
- **C. Create an editable string field with enumerated values.**
- D. Create a read-only string field make it reloadable.

Answer: C

Explanation:

In SAP SuccessFactors Compensation, when a field requires planners to select from a pre-defined list of reasons (enumerated values) for categorizing lump sum reasons, it's essential to set up an editable string field with enumerated values.

* Configuring an Editable Field with Enumerated Values

* Enumerated values allow you to create a drop-down list of predefined options that planners can select from, ensuring standardized data entry.

* The field should be configured as editable so that planners can choose from the list on the worksheet, providing clear reasoning for each lump sum entry.

* Why Option C is Correct This option provides a list (enumeration) that is required to capture structured data for reporting and analysis purposes. It also enables consistent categorization by offering selectable reasons, reducing manual data entry errors.

* Why Other Options Are Incorrect

* Option A and D (read-only fields) do not allow planner input and therefore cannot be used for selections.

* Option B (editable string without enumerated values) would allow free text, which doesn't ensure consistent categorization.

* Reference Documentation

* SAP SuccessFactors Compensation Configuration Guide: Configuring Editable Fields and Enumerated Values.

* SAP Help Portal: Field and Custom Column Setup in Compensation.

NEW QUESTION # 35

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- **A. OData**
- **B. SOAP**
- C. RFC
- D. IDoc

Answer: A,B

NEW QUESTION # 36

For which customer requirement do you need to develop a custom statement?

- **A. Pie graph showing compensation element distribution**
- B. Field visibility is conditional on amount
- C. Different statements per employee group
- D. Mix of data from compensation variable pay

Answer: A

Explanation:

SAP SuccessFactors Compensation statements do not support advanced graphical elements like pie charts directly within standard statements.

* Creating Custom Statements for Graphs

* Option B: A custom statement would be required to include advanced elements such as pie graphs, as standard statement templates do not natively support graphical components.

* Why Other Options Are Incorrect

* Option A (mix of data from compensation and variable pay), Option C (different statements per employee group), and Option D (conditional field visibility based on amount) are all possible with standard statement configurations.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Custom Statement Development and Standard vs. Custom Statement Capabilities.

NEW QUESTION # 37

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

Answer: C

NEW QUESTION # 38

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

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

Answer: D

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 # 39

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