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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q77-Q82):

NEW QUESTION # 77

Which of the following fields can be used to group budgets? Note: There are 2 correct answers to this question.

- A. Any custom, reportable, read-only String field
- B. Currency Code (localCurrencyCode)
- C. Pay Grade (payGrade)
- D. Performance Rating (pmRating)

Answer: A,B

NEW QUESTION # 78

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

Answer: A

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 # 79

You have configured a worksheet for a client that uses the following formula in a custom column of type Money: (curSalary lookup("budget_table", customCountry, 1))/100.

The lookup table "budget_table" is configured with one input one output. There are three rows in the table:

*USA = 5

*GBR = 3

**=2

When the worksheet loads, the column displays correctly, but when a merit value is changed, it switches to N/A for the employee. What could be done to fix this behavior?

- A. Change the column to be of the Amount type.
- B. Surround the curSalary with the toString function.
- C. Remove the extra parentheses.
- **D. Surround the lookup function with the toNumber function.**

Answer: D

Explanation:

In SAP SuccessFactors Compensation, when using formulas with lookup tables, data type consistency is essential for calculations to function correctly. Here's how the issue can be addressed:

* Option B: "Surround the lookup function with the toNumber function."

* In this formula, (curSalary lookup("budget_table", customCountry, 1)) / 100, the lookup function is retrieving a value from the table, but the output may not automatically be interpreted as a number. By using toNumber(lookup("budget_table", customCountry, 1)), the retrieved value is converted to a numeric type, preventing the formula from displaying N/A when recalculations occur.

: SAP SuccessFactors Compensation Custom Column Formula Guide > Data Types > Using toNumber for Numeric Calculations.

Explanation for Incorrect Options:

Option A (using toString) would convert the value to text, which is inappropriate for a numeric calculation.

Option C suggests changing the column type, which is unnecessary since the formula is corrected by ensuring data type consistency.

Option D does not impact the data type and thus would not resolve the issue.

NEW QUESTION # 80

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

Answer: A,D

NEW QUESTION # 81

Your EC-integrated client has employees in several countries. While all the countries are planned on the same worksheet at the same time, there are slight differences in the Effective Dates of the new salaries when they are published back to EC.

How can this requirement be met through configuration?

- A. Enter the effective date for the largest country in the Employee Central Settings screen.
*Publish the results of the planning for all countries.
*Manually modify the effective dates of the resulting EC data for the smaller countries.
- B. Create a lookup table that contains the different dates that uses country as an input.
*Map the lookup table name to the "start-date" of the pay component in the XML.
- C. On the Employee Central Settings screen in Compensation Home, set the Effective Date to be that of the largest country.
*Use the Publish Selected Employees in Employee Central to publish the data for this country.
*Manually modify the effective date to be that of the next country publish the data for them. Repeat for all countries.
- **D. Create a lookup table that contains the different dates that uses country as an input.**
*Create a custom date column that reads from the lookup table based on employee country.
*Map the column ID of the custom date column to the "start-date" of the pay component in the XML.

Answer: D

Explanation:

To meet the requirement of publishing different effective dates for each country in an SAP SuccessFactors Compensation worksheet:

* First, create a lookup table that specifies the effective date for each country.

* Then, set up a custom date column in the compensation template that retrieves the effective date from this lookup table based on the employee's country.

References: SAP SuccessFactors Compensation Integration with Employee Central Guide - Lookup Tables and Effective Date Configuration.

NEW QUESTION # 82

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