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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q81-Q86):

NEW QUESTION # 81

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

Answer: A,C

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.

NEW QUESTION # 82

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

Answer: A,D

NEW QUESTION # 83

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

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

Answer: B

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 # 84

What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. When an employee's raise exceeds the range penetration maximum.
- B. When an employee's final salary is below range penetration minimum.
- C. An employee is NOT given a raise, stock, or options at all.
- D. Any time an employee is given a raise, stock, or options.

Answer: C,D

NEW QUESTION # 85

Your EC-integrated template has an Effective Date of April 1 under Worksheet Settings. Your eligibility rule states that only grade 1 employees are eligible for compensation. On March 1 an employee is grade 1, but on April 15 they are promoted to grade 2. On April 16 you run Update all worksheets with the checkbox "Update worksheet to reflect any employee's eligibility changes" selected. What happens on the worksheet for this employee?

- A. The employee remains on the worksheet but becomes grayed out.
- B. The employee is removed from the worksheet.
- **C. The employee remains eligible for planning with no changes.**
- D. The employee remains on the worksheet but their planning fields reset to default values.

Answer: C

NEW QUESTION # 86

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