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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q26-Q31):

NEW QUESTION # 26

Your customer has a compensation plan template with the functional currency USD. The manager's own currency is EUR. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF, GBP. Which

view must you enable to make sure the manager can display the salary of all of their employees in GBP?

- A. The includePlannerCurrency view
- **B. The includeLocalCurrency view**
- C. The includeFunctionalCurrency view
- D. The includeAnyCurrency view

Answer: B

NEW QUESTION # 27

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND_MANAGER columns?

- A. MANAGER: NO_MANAGER
*SECOND MANAGER: blank
- **B. MANAGER: NO_MANAGER
*SECOND_MANAGER: NO_MANAGER**
- C. MANAGER: blank
*SECOND MANAGER: NO_MANAGER
- D. MANAGER: blank
*SECOND MANAGER: blank

Answer: B

NEW QUESTION # 28

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. Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.**
- C. Remove access to Employee Profile during compensation planning.
- D. Disable access to all statements, including the prior years' statements.

Answer: B

NEW QUESTION # 29

Your client wants to restrict entry into the Lump Sum field to only members of the reward team. How can you achieve this?

- A. Update guidelines to put a hard stop on the Lump Sum field set all of the guideline values to 0.
- B. Set the Lump Sum field to read-only to prevent planners from using it.
- C. Use mass actions through the Executive Review.
- **D. Use field-based permissions on the Lump Sum field a permission group of named individuals.**

Answer: D

Explanation:

Field-based permissions allow specific control over who can view or edit fields in the compensation worksheet.

* Restricting Access to Lump Sum Field with Field-Based Permissions

* Option C: In SAP SuccessFactors Compensation, you can configure field-based permissions so only selected users (e.g., members of the reward team) can access and edit the Lump Sum field.

* This approach uses a permission group to grant edit permissions only to specific individuals, ensuring that only authorized personnel can make entries in the Lump Sum field.

* Why Other Options Are Incorrect

* Option A (mass actions via Executive Review) does not restrict individual access to fields.

* Option B (setting guidelines to zero) does not provide role-based access restriction and may cause confusion in the compensation planning process.

- * Option D (setting the field to read-only) would prevent all planners from editing, not just those outside the reward team.
- * Reference Documentation
- * SAP SuccessFactors Compensation Guide on Field-Based Permissions and Permission Groups.

NEW QUESTION # 30

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

Answer: A

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 # 31

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