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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q11-Q16):

NEW QUESTION # 11

When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When an administrator makes a change to Field Based Permissions
- B. When there has been an update to a lookup table
- C. When an administrator changes the layout of the compensation plan template to add a new column
- D. When there has been a change to an eligibility rule
- E. When a performance rating is updated

Answer: B,D,E

Explanation:

The "Update All Worksheets" function in SuccessFactors Compensation is essential for synchronizing employee data changes across

worksheets. It's used in specific scenarios:

- * Update to a Lookup Table (Option A):

* Lookup tables are used for values such as exchange rates, merit guidelines, or budget percentages. If these values are updated, running "Update All Worksheets" ensures that the revised values apply across all worksheets.

- * Performance Rating Update (Option B):

* If an employee's performance rating is modified in Employee Central or Performance Management, the update function ensures that the latest rating is reflected on the Compensation worksheet, which could affect merit or bonus calculations.

- * Eligibility Rule Change (Option E):

* Changes in eligibility criteria, such as grade level or employment status, necessitate running

"Update All Worksheets" to ensure only eligible employees remain active on the worksheet, with any ineligible ones becoming grayed out or removed based on rule settings.

Excluded Options:

- * Layout Change in Template (Option C): Changes to layout don't require an update to all worksheets as this doesn't affect employee data or calculations.

- * Field Based Permissions (Option D): Field-based permission changes are applied immediately and don't require an update to worksheets.

NEW QUESTION # 12

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

Answer: C

NEW QUESTION # 13

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. USERNAME
- **B. STATUS**
- **C. USERID**
- D. MANAGER

Answer: B,C

Explanation:

When importing a compensation-specific User Data File (UDF) in SAP SuccessFactors Compensation, selecting "Assign default required field values for new users if none specified" in provisioning helps auto-fill necessary fields. However, certain fields must still be present for the import to function correctly:

- * USERID: This column uniquely identifies each employee and is mandatory as it links users to their respective records.

- * STATUS: This field indicates whether the user is active, inactive, or terminated, which is essential for proper processing in the compensation module. These fields are foundational to user records and are required for accurate data synchronization. References: SAP SuccessFactors Compensation Implementation Guide - Required Fields for User Data File Import.

NEW QUESTION # 14

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.

How do you build the eligibility rule to make this happen?

- A. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- B. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.
- **C. Check the Hire Date field to see if the employee started at least 2 years ago.**
- D. Check if the Event Reason is New Hire the effective date is 2 years ago.

Answer: C

NEW QUESTION # 15

Your customer uses SAP SuccessFactors Employee Central has the following setup:

*Pay Component (id = "SALARY")

*Pay Component (id = "CARALLOWANCE")

*Pay Component (id = "HOUSEALLOWANCE")

*Pay Component Group (id = "TC") made up of the above three components. The Use for Compa-Ratio Calculation flag is set to Yes for this group.

The customer performs total cash (TC) planning, that is, planners adjust the overall TC. Both the car housing allowances are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.

How do you best implement this request while maximizing integration?

- A. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Use the finSalary field some custom columns to calculate the components publish those back to EC.
- B. Map TC to the standard Current Salary field.
*Use the Merit column for the TC update.
*Extract the new TC with a report manually create import files to update EC.
- **C. Map TC to the standard Current Salary field.**
*Use the Merit column for the TC update.
*Publish the finSalary value back to the pay component group in EC have business rules split the sum into the components.
- D. Map SALARY to the standard Current Salary field TC to meritTarget.
*Use merit to update the TC use custom fields to allow planners to update the allowances.
*Publish each component back separately.

Answer: C

Explanation:

When a customer uses SAP SuccessFactors Employee Central with specific pay components and a Pay Component Group (PCG) designated for total cash (TC), integration configurations can help manage the pay components based on the planner's adjustments in the compensation module. Here's how the setup can be achieved to maximize integration and minimize manual updates:

* Option B: "Map TC to the standard Current Salary field. Use the Merit column for the TC update.

Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components."

* By mapping the total cash (TC) to the Current Salary field and using the Merit column for any updates, planners can adjust TC directly. The finSalary field can be configured to reflect the adjusted TC, which can then be published back to Employee Central. Business rules in Employee Central will then split the updated TC value among the components (SALARY, CARALLOWANCE, HOUSEALLOWANCE) based on predefined rules, ensuring that allowances remain consistent with the employee's grade.

NEW QUESTION # 16

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