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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q70-Q75):

NEW QUESTION # 70

How can you check for breaks in the Planning Manager Hierarchy? Note: There are 2 correct answers to this question.

- A. By exporting troubleshooting information found on the Define Planners screen
- B. By using the Check Tool
- C. By changing the Method of Planner to Compensation Manager Hierarchy
- D. By using the Rollup Hierarchy report

Answer: A,B

NEW QUESTION # 71

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.
- B. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- C. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- D. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.

Answer: A

NEW QUESTION # 72

What checks can you make with the Check tool? Note: There are 2 correct answers to this question.

- A. Custom validations correctly configured
- B. Reportable fields correctly configured
- C. Accuracy of formula calculations
- D. Circular hierarchies for form creation

Answer: C,D

NEW QUESTION # 73

You set up a merit guideline rule based on the performance rating country. You configure guideline formulas as shown in the screenshot.

An employee in the US has a rating of 3. What will be their default merit increase?

- A. 2%
- B. 1%
- C. 0%
- D. 4%

Answer: A

Explanation:

When an employee's merit increase is determined by a guideline formula based on performance rating and country:

* Option C: "2%"

* For an employee in the US with a performance rating of 3, the configured guideline specifies a 2% merit increase. This default increase applies according to the rule setup in the guideline formulas.

: SAP SuccessFactors Compensation Guide > Guideline Rules > Configuring Merit Guideline Formulas by Performance Rating and Country.

Explanation for Incorrect Options:

Options A, B, and D do not align with the specific merit increase configured for a rating of 3 in the US.

NEW QUESTION # 74

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. Compensation Plan Activity Audit
- C. Exporting data from Executive Review
- D. Generating Compensation Statements

Answer: A,D

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.

: SAP SuccessFactors Compensation Guide > Worksheet Management > Requirements for Generating Statements.

Option B: "Publishing Compensation Results in Employee Central"

Publishing compensation data to Employee Central also requires worksheets to be in the "Complete" status.

This ensures that only verified and approved data is transferred to Employee Central, preventing any discrepancies.

Reference: SAP SuccessFactors Compensation and Employee Central Integration Guide > Publishing Compensation Data > Requirements for Publishing to Employee Central.

Explanation for Incorrect Options:

Option C (Exporting data from Executive Review) does not require worksheets to be marked as complete.

Option D (Compensation Plan Activity Audit) is a monitoring tool that does not require worksheet completion to track activities.

NEW QUESTION # 75

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