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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q51-Q56):

NEW QUESTION # 51
Your client wishes to limit new employee salaries so that no employee can exceed 125% compa- ratio. They do not award lump sums.
How can you configure the worksheet to meet this requirement? Note: There are 2 correct answers to this question.

- A. Create a custom validation of type Error to ensure that the column curRatio is less than 125.
- B. Create a custom validation of type Error to ensure that the column compaRatio is less than 125.
- C. Create a standard validation of type "disallow" action "exceed" with the Threshold at 125.
- D. Create a standard validation of type "splitOrDisallow" action "exceed" with the Threshold at 125.

Answer: B,C

NEW QUESTION # 52
What are the valid hierarchy types available when selecting the Method of Planner in Compensation? Note:
There are 3 correct answers to this question.

- A. HR Manager hierarchy
- B. Rollup hierarchy (including Inactives)
- C. Standard Suite hierarchy (including Inactives)
- D. Compensation hierarchy (Second Manager)
- E. Standard Suite hierarchy

Answer: B,D,E

NEW QUESTION # 53
Which of the following customer scenarios is a good use of the Suppress Statement function? Note: There are 2 correct answers to this question.

- A. Employees who were hired after a certain date do NOT get a statement.
- B. Employees who have an RSU grant get a statement, but those without an RSU grant do NOT get a statement.
- C. Employees in one country get a statement at a different time from those in other countries.
- D. Employees who are on a performance improvement plan get a different statement from those who are not.

Answer: A,B

NEW QUESTION # 54
What happens to compensation forms when the currency conversion table is updated during the planning period?

- A. In-progress forms are only affected when Update All Worksheets is run.
- B. Change is dynamic to in-progress forms.
- C. In-progress forms are NOT affected.
- D. Only completed forms are affected.

Answer: B

NEW QUESTION # 55
At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire.
All new hires are assigned a rating of "Good".
How will these ratings appear on the Salary worksheet?

- **A. Unrated**
- B. Too new to rate
- C. Good
- D. N/A

Answer: A

NEW QUESTION # 56

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