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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q40-Q45):

NEW QUESTION # 40

You configure the following salary rule in the compensation plan template:

How does the system behave?

- A. The rule alerts the planner that the range penetration threshold has been exceeded the merit field text turns red.
* The planner can save the merit recommendation.
- B. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
* The planner CANNOT save the merit increase by selecting Cancel in the pop-up message.
- C. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum.
* The planner can save the merit recommendation by selecting Cancel in the pop-up message.
- D. The rule prevents the planner from saving the merit increase.
* The planner must go back change their merit recommendation.

Answer: C

NEW QUESTION # 41

Your client has asked you to display both the number text in the standard Performance Rating field. What do you need to update to meet this requirement?

- A. Create a lookup table with the number text.
- B. Create a new custom field with a formula under Column Designer.
- C. Change the labels in the rating scale to include both the number text.
- D. Update the Rating Label Format to Number-Text under Display Settings.

Answer: D

NEW QUESTION # 42

Which of the following permissions are required to be able to use Executive Review offline edit to download, modify, upload bulk changes? Note: There are 3 correct answers to this question.

- A. The user needs the Executive Review - Mass Action permission.
- B. The user needs the Executive Review - Export permission.
- C. The user needs the Executive Review - Import permission.
- D. The user needs the Ad Hoc Reports for the Compensation Planning domain permission.
- E. The user needs the Executive Review - Edit permission.

Answer: B,C,E

NEW QUESTION # 43

How many custom columns may be used as Formula Criteria for Guidelines?

- A. 0
- B. 1
- C. There is no limit on custom columns
- D. 2

Answer: D

NEW QUESTION # 44

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

Answer: B

NEW QUESTION # 45

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