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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q52-Q57):

NEW QUESTION # 52

Which of the following updates require worksheets to be relaunched? Note: There are 2 correct answers to this question.

- **A. Revise field-based permissions.**
- B. Modify the route map.
- **C. Update lookup table contents.**
- D. Update a formula in a custom column.

Answer: A,C

NEW QUESTION # 53

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

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

Answer: C

NEW QUESTION # 54

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

Answer: A,B,C

Explanation:

To use the Executive Review Offline Edit feature in SAP SuccessFactors Compensation, certain permissions are required for downloading data, making bulk changes offline, and re-uploading those changes.

* Executive Review - Export Permission

* Option A: This permission allows users to export the compensation data from the Executive Review page to a downloadable format (such as Excel). This is essential for performing offline edits.

* Executive Review - Import Permission

* Option B: This permission enables users to import or re-upload the edited data back into the system after making bulk changes offline. It's critical to ensure these changes are successfully integrated into the worksheet.

* Executive Review - Edit Permission

* Option D: This permission allows users to edit entries within the Executive Review interface. It is necessary for making adjustments to compensation data.

* Why Other Options Are Incorrect

* Option C (Executive Review - Mass Action permission) is unrelated to offline editing; it pertains to actions like applying mass updates within the online Executive Review.

* Option E (Ad Hoc Reports for the Compensation Planning domain) is for reporting rather than permissions directly related to

offline editing capabilities.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Executive Review Permissions and Offline Edit Requirement

NEW QUESTION # 55

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. 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.
- **B. 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.**
- C. 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.
- D. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.

Answer: B

NEW QUESTION # 56

What are some general principles for creating Route Maps for client projects? Note: There are 2 correct answers to this question.

- **A. Only include those that would alter a decision, not simply review.**
- B. Use the "Get Feedback" function to allow people outside the hierarchy to comment on the decisions.
- **C. Use reporting Executive Review for reviewing trends aggregate budgets.**
- D. Use a Signature step so the employee is aware of the decisions once the form is marked as "Complete".

Answer: A,C

NEW QUESTION # 57

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