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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q60-Q65):

NEW QUESTION # 60

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. Update lookup table contents.
- C. Modify the route map.
- D. Update a formula in a custom column.

Answer: A,B

NEW QUESTION # 61

In Admin Center, you load a pay matrix table as shown in the screenshot. You map Attribute 1 to Geo Zone, Attribute 2 to Legal Entity, Attribute 3 to Pay Frequency.

Pay Grade	Min. Pay	Mid. Pay	Max. Pay	Promotable	Attribute1	Attribute2	Attribute3
GR-05	42500.0	53550.0	64600.0	true	*	*	*
GR-06	49700.0	64850.0	80000.0	true	*	*	*
GR-07	56900.0	72050.0	87200.0	true	*	*	*
GR-08	5341.67	6604.17	7866.67	true	USA_RURAL	*	Mon
GR-08	4712.78	5826.62	6940.46	true	CHINA	*	Mon
GR-08	2852.0	3458.0	4064.0	true	*	*	BWK
GR-09	3089.67	3746.17	4402.67	true	UK	*	SMT
GR-09	3147.0	3594.0	4261.0	true	UK	*	BWK
GR-09	3575.0	4125.0	4875.0	true	*	*	SMT
GR-09	3100.0	3750.0	4290.0	true	*	*	BWK
GR-10	81640.0	97396.0	113152.0	true	*	*	ANNUAL
GR-10	3140.0	3746.0	4352.0	true	*	*	BWK
GR-10	3401.67	4058.17	4714.67	true	*	*	SMT

On the compensation worksheet, an employee is in the UK LONDON Geo Zone, the ABC Legal Entity, Pay Frequency of BWK, Pay Grade GR-08. The employee's current range penetration is calculated as exactly 0%. What is their current salary?

- A. 3147.0
- B. 3458.0
- C. 2852.0
- D. 3140.0

Answer: C

NEW QUESTION # 62

Your customer has two pay components, with IDS SALARY_US SALARY_UK, that are used for employees' base salary in their respective countries. They want to plan for all employees on a single worksheet using the employees' periodic salary, NOT the annual value.

What is the best way to accomplish this?

- A. Ensure the Used for Comp Planning flag of the pay components is set to Comp do NOT map to a specific pay component ID in the worksheet.
- B. Create a pay component group that includes both pay components use that for the planning.
- C. Create two custom columns map each to the pay components. Use a third custom column to display whichever is non-zero.
- D. Create two different templates use eligibility rules to ensure employees appear on the correct one.

Answer: A

NEW QUESTION # 63

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

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

Answer: B,C

Explanation:

To check for breaks in the Planning Manager Hierarchy in SAP SuccessFactors Compensation, you can use the following methods:

* Export troubleshooting information from the Define Planners screen: This option allows you to download a file that shows detailed planner hierarchy information, enabling you to identify gaps or breaks in the structure.

* Use the Check Tool: The Check Tool provides a systematic review of the manager hierarchy, highlighting inconsistencies that may cause issues in planning workflows. These tools help ensure a seamless and complete hierarchy, preventing disruptions in the compensation planning process.

References: SAP SuccessFactors Compensation User Guide - Troubleshooting and Hierarchy Management.

NEW QUESTION # 64

What is the recommended leading practice workflow for a compensation template?

- A. Process Setup → Manager Planning → Next Level Manager Review → Final Review → Complete
- B. Manager Planning → Next Level Manager Review → Compensation Admin Review → HR Manager Planning → Complete
- C. Process Setup Manager Planning → Next Level Manager Review → Third Level Manager Review → Complete
- D. Manager Planning → Next Level Manager Review → HR Manager Planning → Complete

Answer: A

NEW QUESTION # 65

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