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**SAP Certified Associate - Implementation Consultant - SAP SuccessFactors for Employee Central Payroll**

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q49-Q54):

### NEW QUESTION # 49

Your customer has implemented SAP SuccessFactors Employee Central (EC) now wishes to implement a single global compensation template. However, only part of the organization is in Employee Central. Some countries are still using SAP ERP, but there are plans to move to SAP SuccessFactors Employee Central over the next two years. The customer wants to use the Compensation module to plan for all employees, regardless of where their employee data sits.

What is the recommended approach to this scenario?

- A. Create a single non-integrated template, export the EC employees, import them via UDF.
- B. Create two templates - one with EC integration one without.
- C. **Create a single EC-integrated template use the Hybrid Template option.**
- D. Suggest a phased approach where the non-EC employees become part of the process later as they migrate.

**Answer: C**

### NEW QUESTION # 50

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

**Answer: A,D**

### NEW QUESTION # 51

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

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

**Answer: B,D**

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.

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

### NEW QUESTION # 52

While validating the current cycle's compensation statements, you want to prevent them from being visible on employee profile while still allowing access to past compensation statements.

How can you accomplish this?

- A. Use Role-Based Permissions to control access to only display previous years' statements.
- B. Disable access to all statements, including the prior years' statements.
- C. Remove access to Employee Profile during compensation planning.
- D. **Under the permissions of the current statement(s), change the setting to Generated statements are not viewable.**

**Answer: D**

### NEW QUESTION # 53

Your customer has a compensation plan template with the functional currency USD. The manager's own currency is EUR. The manager's compensation worksheet contains employees who are paid in the following currencies: EUR, USD, CHF, GBP. Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

- A. The includeFunctionalCurrency view
- B. The includeAnyCurrency view
- C. The includePlannerCurrency view
- D. The includeLocalCurrency view

**Answer: D**

### NEW QUESTION # 54

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