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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q16-Q21):

NEW QUESTION # 16
When would you run the Update All Worksheets function? Note: There are 3 correct answers to this question.

- A. When an administrator makes a change to Field Based Permissions
- B. When a performance rating is updated

- C. When there has been a change to an eligibility rule
- D. When an administrator changes the layout of the compensation plan template to add a new column
- E. When there has been an update to a lookup table

Answer: B,C,E

Explanation:
The "Update All Worksheets" function in SuccessFactors Compensation is essential for synchronizing employee data changes across worksheets. It's used in specific scenarios:
* Update to a Lookup Table (Option A):
* Lookup tables are used for values such as exchange rates, merit guidelines, or budget percentages. If these values are updated, running "Update All Worksheets" ensures that the revised values apply across all worksheets.
* Performance Rating Update (Option B):
* If an employee's performance rating is modified in Employee Central or Performance Management, the update function ensures that the latest rating is reflected on the Compensation worksheet, which could affect merit or bonus calculations.
* Eligibility Rule Change (Option E):
* Changes in eligibility criteria, such as grade level or employment status, necessitate running
"Update All Worksheets" to ensure only eligible employees remain active on the worksheet, with any ineligible ones becoming grayed out or removed based on rule settings.
Excluded Options:
* Layout Change in Template (Option C): Changes to layout don't require an update to all worksheets as this doesn't affect employee data or calculations.
* Field Based Permissions (Option D): Field-based permission changes are applied immediately and don't require an update to worksheets.

NEW QUESTION # 17
For which customer requirement do you need to develop a custom statement?

- A. Field visibility is conditional on amount
- B. Mix of data from compensation variable pay
- C. Different statements per employee group
- D. Pie graph showing compensation element distribution

Answer: D

NEW QUESTION # 18
Your EC-integrated client wishes to plan on monthly salaries for employees in the UK, but on annual salaries for employee in the US. All employees have their salaries stored in EC with a single pay component with a frequency of "monthly" because of payroll integration constraints.
Which of the following options is a solution for this requirement?

- A. Use two templates with one having curSalary mapped to the pay component the other on the pay component group.
- B. Use two different pay components for salary with the US one having the "Use for Comp Planning" set to "None" the UK one set to "Comp."
- C. Use meritTarget set to the pay component value divided by 12.
- D. Include the unitsPerYear standard column set it to 12.

Answer: A

NEW QUESTION # 19
Which statements accurately describe Rollup Reports?
Note: There are 3 correct answers to this question.

- A. Custom Columns with the "Show Totals" attribute selected are shown.
- B. The Rollup Report provides a summary of compensation entries budget information.
- C. The Rollup Report is based on the current hierarchy not that at form creation.
- D. The Standard, Compensation, Rollup Hierarchies are all supported.

- E. Enabling the Rollup Report for End-Users requires a specific tag in the XML.

Answer: B,C,E

NEW QUESTION # 20
What is the recommended leading practice workflow for a compensation template?

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

Answer: B

Explanation:
The recommended workflow for compensation templates ensures structured review and approval, following best practices to ensure accuracy and compliance in compensation decisions.
* Recommended Workflow Stages
* Process Setup: The Compensation Admin configures the process.
* Manager Planning: Line managers make initial compensation recommendations.
* Next Level Manager Review: Next-level managers review and adjust recommendations as necessary.
* Final Review: HR or Compensation Admin conducts a final review to ensure compliance and data accuracy.
* Complete: The process is finalized and completed.
* Why Other Options Are Incorrect
* Options B, C, and D omit the Final Review or include additional manager levels not typically required, making them less aligned with the standard leading practice.
* Reference Documentation
* SAP SuccessFactors Compensation Guide on Compensation Cycle Workflow and Template Setup.

NEW QUESTION # 21
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