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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q24-Q29):

### NEW QUESTION # 24

Your client, who uses SAP SuccessFactors Employee Central, wants to make sure that only employees who have been with the company more than 2 years are eligible for a Lump Sum.

How do you build the eligibility rule to make this happen?

- **A. Check the Hire Date field to see if the employee started at least 2 years ago.**
- B. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years.
- C. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees.
- D. Check if the Event Reason is New Hire the effective date is 2 years ago.

**Answer: A**

Explanation:

To configure eligibility based on tenure, you can use the Hire Date field in SAP SuccessFactors to determine how long an employee has been with the company.

\* Option B: "Check the Hire Date field to see if the employee started at least 2 years ago."

\* By configuring an eligibility rule that references the Hire Date, you can set criteria to check if the employee's start date is at least two years before the form's effective date. This ensures only employees with over two years of tenure are eligible for the Lump Sum.  
: SAP SuccessFactors Compensation Admin Guide > Eligibility Rules Engine > Creating Rules Based on Hire Date.

Explanation for Incorrect Options:

Option A uses the Job Information effective date, which reflects the current position start date rather than total tenure.

Option C relies on help text and does not restrict eligibility based on tenure.

Option D is not applicable as it does not calculate tenure based on hire date but rather on an event reason, which may not always indicate the start of employment.

### NEW QUESTION # 25

Your client wants to display a paragraph in the body of the Compensation Statement that is displayed only to employees who are on a Performance Improvement Plan (PIP). An employee is on a PIP if they have a rating of 1 or 2. The standard Rating column is available on the worksheet.

However, the client does not want the rating itself to ever be displayed on the Statement. How can you satisfy this requirement?

- A. Include the rating on the statement in the right section.
  - \* Include a Conditional Text Section on the statement using the rating field as a condition.
  - \* Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.
- B. Add a paragraph to the body of the Statement that states that the section applies only to those who are on a Performance Improvement Plan those employees who are not may ignore the paragraph.
- C. Include the rating on the statement in the right section.
  - \* Include a Conditional Text Section on the statement using the rating field as a condition.
  - \* Ensure the rating field is hidden on the statement by setting an impossible display condition.
- **D. Include a Conditional Text Section on the statement using the rating field as a condition because all columns on the worksheet are available for conditional logic.**
  - \* Ensure the rating field is hidden from employees on the worksheet with Field-Based Permissions.

**Answer: D**

### NEW QUESTION # 26

You create a test user data file (UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies.

In the user record of the CEO, what values would you use for the MANAGER SECOND\_MANAGER columns?

- A. MANAGER: blank
  - \*SECOND MANAGER: NO\_MANAGER
- **B. MANAGER: NO\_MANAGER**
  - \*SECOND\_MANAGER: NO\_MANAGER
- C. MANAGER: blank

- \*SECOND MANAGER: blank
- D. MANAGER: NO\_MANAGER
- \*SECOND MANAGER: blank

**Answer: B**

#### NEW QUESTION # 27

What triggers can be used to force a planner to add comments without using custom validations? Note: There are 2 correct answers to this question.

- A. When an employee's raise exceeds the range penetration maximum.
- B. An employee is NOT given a raise, stock, or options at all.
- C. Any time an employee is given a raise, stock, or options.
- D. When an employee's final salary is below range penetration minimum.

**Answer: B,C**

#### NEW QUESTION # 28

You are implementing compensation in an EC-integrated environment you are NOT using the promotion functionality. To where can you publish data?

Note: There are 3 correct answers to this question.

- A. Job Information
- B. Custom MDF Objects
- C. Recurring Pay Components
- D. Employee Details
- E. Compensation Information

**Answer: B,C,E**

#### NEW QUESTION # 29

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