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SAP CERTIFICATION

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q12-Q17):

NEW QUESTION # 12

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: NO_MANAGER
*SECOND MANAGER: blank
- B. MANAGER: blank
*SECOND MANAGER: blank
- C. MANAGER: blank
*SECOND MANAGER: NO_MANAGER
- **D. MANAGER: NO_MANAGER
*SECOND_MANAGER: NO_MANAGER**

Answer: D

NEW QUESTION # 13

When generating compensation statements you notice that only the number is appearing for the rating, not the text. How can you correct this?

- A. Change the rating scale in Performance Management.
- **B. Update the field-based permissions for the PM Rating field.**
- C. Create a custom column referencing a lookup table to pull in the text.
- D. Add help text to the PM Rating field.

Answer: B

NEW QUESTION # 14

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

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

Answer: C

NEW QUESTION # 15

At the start of the calendar year, all employees are assigned a Performance form. At the end of the year, Salary forms are launched the performance ratings for most employees are displayed correctly, but all new hires are displayed as "N/A". Administrators realize that any employee that joined during the year is missing a Performance form, so they launch a PM form for each new hire.

All new hires are assigned a rating of "Good".

How will these ratings appear on the Salary worksheet?

- **A. Unrated**
- B. Good
- C. N/A
- D. Too new to rate

Answer: A

NEW QUESTION # 16

Which of the following requires the use of custom validations?

Note: There are 2 correct answers to this question.

- A. An error message when the maximum guideline is exceeded
- B. An error message when adjustments are entered in two different fields

- C. An error message when planners enter a promotion without changing pay grade
- D. A warning message when the budget is exceeded

Answer: C,D

NEW QUESTION # 17

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