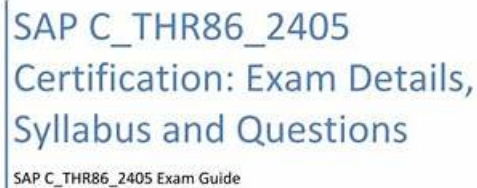


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q62-Q67):

NEW QUESTION # 62

Your customer has the requirement that employees with low performance ratings have a different text in their statement than those with high performance ratings.

How can you accomplish this?

- A. Use two compensation worksheet templates.
- **B. Use conditional text sections in the statement editor.**
- C. Use the suppress statement function.
- D. Create multiple statement templates use groups.

Answer: B

Explanation:

In SAP SuccessFactors Compensation, you can use conditional text sections to display different content based on performance ratings or other criteria.

* Using Conditional Text Sections

* Option C: Conditional text sections allow the statement editor to show specific text for employees based on defined conditions, such as performance ratings. This way, employees with low ratings can see one version of text, while those with high ratings see another.

* Why Other Options Are Incorrect

* Option A (multiple templates) is more complex and unnecessary when conditional text is sufficient.

* Option B (two worksheet templates) adds administrative complexity.

* Option D (suppress statement function) is used to hide statements, not to vary the content based on conditions.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Statement Editor and Conditional Text Setup.

NEW QUESTION # 63

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

Answer: B,D

Explanation:

In SAP SuccessFactors Compensation, comments can be required to provide context or justification for certain compensation decisions, without the need for custom validations.

* Force Comments Based on Actions Taken or Not Taken

* Option A: When an employee is awarded a raise, stock, or options, SuccessFactors can be configured to prompt a mandatory comment. This is managed through standard settings without custom validation.

* Option C: Conversely, if an employee does not receive a raise, stock, or options, a forced comment rule can ensure planners justify this decision.

* Why Other Options Are Incorrect

* Options B and D are not standard triggers for forced comments in SAP SuccessFactors Compensation. These types of validations would typically require custom validation logic.

* Reference Documentation

* SAP SuccessFactors Compensation Guide on Standard Comment Rules and Force Comment Settings.

NEW QUESTION # 64

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.

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

Answer: C

NEW QUESTION # 65

As part of the approval process, your client wants to make sure that the planners have a full view of how their direct indirect reports have adhered to their allocated budgets before their worksheets can be approved.

How can you best show this information?

- **A. Include the Detailed (Rollup) Report option in the worksheet configuration.**
- B. Create a Tile for inclusion on the planners' Dashboards.
- C. Create an Ad Hoc report share it with all planners.
- D. Enable the Executive Review - Read permission for all planners.

Answer: A

Explanation:

To give planners a comprehensive view of how their direct and indirect reports are adhering to allocated budgets before final approval, SAP SuccessFactors Compensation provides the Detailed (Rollup) Report option, which aggregates budget data across multiple hierarchy levels.

* Option A: "Include the Detailed (Rollup) Report option in the worksheet configuration."

* The Detailed (Rollup) Report allows planners to view budget allocation and adherence information for both direct and indirect reports in one consolidated report. This report is accessible from the worksheet, providing planners with visibility into how each level of their reporting structure is adhering to the assigned budgets before final approval.

: SAP SuccessFactors Compensation Guide > Worksheet Configuration > Setting Up Rollup Reports for Budget Overview.

Explanation for Incorrect Options:

Option B (Ad Hoc report) provides custom reporting capabilities but does not integrate directly with the compensation worksheet, limiting its effectiveness within the approval process.

Option C (Executive Review Read permission) is designed for higher-level review rather than for direct planner access.

Option D (Dashboard Tile) would not provide the detailed budget adherence view directly within the worksheet.

NEW QUESTION # 66

A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%. How would you proceed?

- A. Use conditional logic in the statement to only display the paragraph if merit is greater than 10.
- **B. Configure a new percent field with a formula within the compensation template add this field to the statement template. Use this field in the conditional logic.**
- C. Duplicate the standard merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.
- D. Configure an adjustment field to duplicate the merit field select the Show percent only radio button. Add this field to the statement template use it for the conditional logic.

Answer: B

NEW QUESTION # 67

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