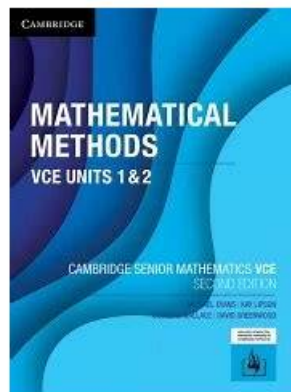


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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation Sample Questions (Q60-Q65):**

### **NEW QUESTION # 60**

In provisioning for your customer's instance, you select the "Assign default required field values for new users if none specified" option. You want to import a compensation-specific user data file (UDF).

Which columns are required?

Note: There are 2 correct answers to this question.

- A. MANAGER
- **B. STATUS**
- **C. USERID**
- D. USERNAME

**Answer: B,C**

Explanation:

When importing a compensation-specific User Data File (UDF) in SAP SuccessFactors Compensation, selecting "Assign default required field values for new users if none specified" in provisioning helps auto-fill necessary fields. However, certain fields must still be present for the import to function correctly:

\* USERID: This column uniquely identifies each employee and is mandatory as it links users to their respective records.

References: SAP SuccessFactors Compensation Implementation Guide - Required Fields for User Data File Import.

### **NEW QUESTION # 61**

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

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

**Answer: A,C**

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 # 62**

Your customer uses a look-up table to calculate custom budgets, as shown in the screenshot. The budget is based on an employee's country status. In the template, the country is defined with field ID customCountry the status is defined with field ID customStatus.

What is the correct syntax to calculate the adjustment budget?

- A. toNumber(lookup("2018\_BudgetPool,custom Country, customStatus, Adjustment))\*curSalary
- B. toNumber(lookup("2018\_BudgetPool", custom Country,customStatus,adjustment))\*curSalary
- **C. toNumber(lookup("2018\_BudgetPool", custom Country,customStatus,1))\*curSalary**
- D. toNumber(lookup("2018\_BudgetPool", custom Country,customStatus,2))\*curSalary

**Answer: C**

### **NEW QUESTION # 63**

Your client requests that no employee be eligible for a merit increase greater than 10%. Which configuration steps must you perform?

- **A. Enable a hard limit stop for the merit guideline in Admin Center.**  
\*Set the maximum value to 10 for all guideline formulas.
- B. Create a guideline rule with the High/Low Action option set to Allow in Admin Center.  
\*Define each guideline formula with a default value of 10.
- C. Set the guideline pattern to be low-high.  
\*Set the high value for all guidelines to be 10.
- D. Enable a hard limit stop for the merit guideline in Admin Center.  
\*Set the maximum value to 0.10 for all guideline formulas.

**Answer: A**

#### NEW QUESTION # 64

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

**Answer: C**

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 # 65

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