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SAP Certified Application Associate - SuccessFactors Compensation

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QUESTION 1

You want managers to promote employees in the compensation profile.

Which of the following steps must you perform to configure this?

There are 3 correct answers

Choose:

A. Import the job code and pay grade mapping file.

B. Enable the job selector in the compensation template XML

C. Set up minimum and maximum guidelinesfor the standard promotion field.

D. Set up families and roles in Admin Tools.

E. Populate the JOBTITLE column in the user data file (UDF)

Correct Answer: ABD

QUESTION 2

For which of the following roles can you grant legacy permission to view the personal compensation statements of an employee?

There are 3 correct answers to this question.

Response:

A. System Administrator

B. Custom Manager

C. Compensation Administrator

D. Employee

E. HR Representative

Correct Answer: ACE

QUESTION 3

What does SAP recommend you do when you copy a compensation plan template for a new cycle?

There are 2 correct answers

Response:

A. Update salary range tablesreferenced in the previous compensation cycle.

B. Recreate relevant rules in the eligibility engine for the new compensation cycle.

C. Create a new currency conversion table for the new cycle.

D. Update look-up tables referenced in the previous compensation cycle.

Correct Answer: AB

QUESTION 4

Which of the field canyou use when you set up forced comments in the compensation plan template?

There are 2 correct answers.

Choose:

A. promotion

B. lumpSum

C. bonus

D. custom

Correct Answer: BC

QUESTION 5

When must you configure a template to be local currency centric?

There are 2 correct answers.

Choose:

A. When you want the worksheet to display thebudget in the local currency of the planner.

B. When you want to import employee salary in the currency in which the employee is paid.

C. When you want planners to input data in the currency type in which the employee is paid.

D. When you want the system to assign each employee to the correct currency code based on the employee\\'s country.

Correct Answer: AB

QUESTION 6

You have created a route map and have entered information for all options in each step. You have also configured To Dos for the Home Page.

Which field appears in the planner\\'s To Do List on the Home Page when the worksheet is in their inbox?

Please choose the correct answer.

Response:

A. Step Introduction andMouseover Text

B. Step Description

C. Step ID

D. Step Name

Correct Answer: D

QUESTION 7

You use date-based proration and you do NOT include dates in the user data file (UDF) for an employee.

What dates does the system use to calculate the proration percent?

Please choose the correct answer.

Response:

A. The start date and end date of the compensation worksheet.

B. January 1 to December 31 of the current year.

C. The review start date and review end date configured in the compensation template.

D. The start date and end date of the customer\\'s fiscal year.

Correct Answer: D

QUESTION 8

Your customer has customized two compensation statements from the SuccessStore. One statement is used for employees in the Manufacturing department and the other is used for all other employees.

How do you make sure that the Manufacturing employees receive the proper statement?

Please choose the correct answer.

Response:

A. Set default permissions for the statement template under Action for All Plans.

![Pass2Lead](https://Pass2Lead.com)
B. Make the Manufacturing statement template the default template.

C. Use role-based permissions in Admin Tools

D. Assign statement groups under Complete Compensation Cycle.

Correct Answer: D

QUESTION 9

A planner recommends a $5000 equity award. Using the stock value table as shown in the attached screenshot and a 50/50 value awardsplit between stock and options, how many units of each does the employee receive?

Please choose the correct answer.

Response:

A. 200 shares of stock and 334 options

B. 25 shares of stock and 15 options

C. 125 shares of stock and 125 options

D. 100 shares of stock and 167 options

Correct Answer: D

QUESTION 10

What are the advantages of the PercentofMeritTarget budget mode?

Please choose the correct answer.

Choose one:

A. It is easy to configure since it is based on employee performance and benchmarks.

B. It is dynamic since budgets recalculatewhen new targets are loaded.

C. It is client-specific and uses custom calculations if needed.

D. It is flexible since it is NOT based on users\\' imported salaries.

Correct Answer: D

QUESTION 11

Your customer wants to change the background of the compa-ratio percent display.

Which tag in the compensation plan template XML can you use?

Please choose thecorrect answer.

Response:

A. showColorBar

B. comp-guideline-pattern

C. comp-benchmark-color

D. backgroundColor

Correct Answer: C

QUESTION 12

Your client wants a graphical representation of performance distribution data in the Metrics section of a compensation worksheet.

How can you achieve this?

There are 3 correct answers.

Response:

A. Upload the standard compensation salary widget epix file in the Admin Tools.

B. Use the standard pivot query reporting for compensation.

C. Add the SuccessStore standard compensation salary widget in the Admin Tools.

D. Select the `Enable YouCalc widget on compensation form\\' option in Provisioning.

E. Add the tag to the compensation plan template XML.

Correct Answer: ADE

QUESTION 13

You want to export user compensation data from your customer\\'s SuccessFactors system.

Which option in the Employee Data Export tool prevents any user compensation data from being downloaded?

Please choose the correct answer.

Response:

A. Short format: only system fields

B. Valid users only

C. Export as a batch process

D. Include imported field-level eligibility fields with system default import keys

Correct Answer: A

QUESTION 14

Which of the following types of statements are available to use in Success Store for compensation?

There are 2 correct answers.

Response:

A. Simple personal compensation statement

B. Variable pay goal statement

C. Standard personal variable pay statement

D. Combined personal Compensation and variable pay statement

Correct Answer: AC

QUESTION 15

Your customer requires the stock budget allocation for each employee to be visible on the compensation worksheet.

How can you achieve this?

Please choose the correctanswer.

Response:

A. Add a new budget calculation based on "User" and use "STOCK_BUDGET_STOCK_AMOUNT" as the import key.

B. Add a guideline field in the design worksheet labeled as "Stock Budget Allocation".

C. Create a custom field and pull data fromthe "STOCK_BUDGET_STOCK_AMOUNT" column of the user data file (UDF)

D. Create a custom field and use the Direct Amount budget mode for stocks.

Correct Answer: A