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SAP Certified Application Associate - SAP SuccessFactors Compensation 2H/2023

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Question: 1

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

Answer: A

Question: 2

You create a test user data tile <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 and SECOND_MANAGER columns?

A. MANAGER blank
B. SECOND.MANAGER blank
C. MANAGER NO.MANAGER SECOND.MANAGER blank
D. MANAGER NO.MANAGER SECOND.MANAGER NO MANAGER MANAGER blank
E. SECOND.MANAGER NO.MANAGER

Answer: C

Question: 3

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

Answer: A

Question: 4

Your customer would Ike the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review.However, they want to make sure that this is only posstole during the last week of the planning cycle.How can you achieve this?

A. Create a custom editable Money field and use custom validation to check that values are not entered until the correct date
B. Create a custom read-only Money field and change read-only to No on the correct date.
C. Create a custom editable Money field In the formula to calculate the final salary, use the dateDIffO function to determine if the custom column can override the calculated value
D. Create a custom editable Money field with field-based permissions set to read-only Change the permissions to editable on the correct date

Answer: D

Question: 5

Your client wants to restrict entry into the Lump Sum field to only members of the reward team.How can you achieve this?

A. Use mass actions through the Executive Review
B. Update guidelines to put a hard stop on the Lump Sum field and set all of the guideline values to 0
C. Set the Lump Sum field to read-only to prevent planners from using it
D. Use field-based permissions on the Lump Sum field and a permission group of named individuals

Question: 6

Which report can aggregate compensation details from multiple plans?Note There are 2 correct answers to this question

A. Executive Review
B. Online Report Designer
C. Ad Hoc report
D. Aggregate export

Question: 7

You configure the following salary rule in the compensation plan template,see Image.

Edit Salary Rule

Use For	merit
Benchmark	● Current Compa-Ratio ○ Current Position in Range
Action Trigger	● Exceed ○ Below
Action Taken When Exceed	splitOrWarn ∨
Action Taken When Below	none ∨
Threshold	120

Language Add	Warning Message When Salary is Out of Range
Default ∨	The employee's recommendation exceeds the threshold. ⊡

Update   Cancel

How does the system behave?

A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum•The planner CANNOT save the merit increase by selecting Cancel in the pop-up message
B. The rule alerts the planner that the range penetration threshold has been exceeded and the merit field text turns red•The planner can save the merit recommendation.
C. The rule prevents the planner from saving the merit increase•The planner must go back and change their merit recommendation.
D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum•The planner can save the merit recommendation by selecting Cancel in the pop-up message

Answer: D

Question: 8

What happens when a mass change violates the guideline hard stops?

A. Guideline hard stops will be skipped
B. Employees' recommendations will be skipped
C. Guideline will adjust on a pro rata basis
D. Employees are brought to max of range

Answer: D

Question: 9

Your customer has the requirement where both sales and non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

A. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions If the column is hidden on the worksheet, it won t appear on the statement
B. You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0
C. You can include the Lump Sum item in the statement template and put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees

Answer: B

Question: 10

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, and Attribute 3 to Pay Frequency.See image below.

Pay Grade	Min. Pay	Mid. Pay	Max. Pay	Promotable	Attribute1	Attribute2	Attribute3
GR-05	42500.0	53550.0	64600.0	true	*	*	*
GR-06	49700.0	64850.0	80000.0	true	*	*	*
GR-07	56900.0	72050.0	87200.0	true	*	*	*
GR-08	5341.67	6604.17	7866.67	true	USA_RURAL	*	Mon
GR-08	4712.78	5826.62	6940.46	true	CHINA	*	Mon
GR-08	2852.0	3458.0	4064.0	true	*	*	BWK
GR-09	3089.67	3746.17	4402.67	true	UK	*	SMT
GR-09	3147.0	3594.0	4261.0	true	UK	*	BWK
GR-09	3575.0	4125.0	4875.0	true	*	*	SMT
GR-09	3100.0	3750.0	4290.0	true	*	*	BWK
GR-10	81640.0	97396.0	113152.0	true	*	*	ANNUAL
GR-10	3140.0	3746.0	4352.0	true	*	*	BWK
GR-10	3401.67	4058.17	4714.67	true	*	*	SMT

On the compensation worksheet an employee is in the UK LONDON Geo Zone the ABC Legal Entity, Pay Frequency of BWK, and Pay Grade GR-08 The employee's current range penetration is calculated as exactly 0%. What is their current salary?

A. 2852.0
B. 3458.0
C. 3147.0
D. 3140.0

Answer: A

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