Latest Version: 6.0

Question: 1

Which of the following can a user do to export all of the compensation data from SuccessFactors to another system?
There are 2 correct answers to this question.
Response:

A. Select the Enable Roll-up Reports option in Advanced Settings.
B. Select the Aggregate Export option from Compensation Home.
C. Export the user data file (UDF) to send as a report.
D. Create a Compensation Planning ad hoc report.

Answer: B,D

Question: 2

Your customer has different compensation plan templates for stock and compensation. This customer therefore wants to use one combined compensation statement.
What can you use to achieve this?
Please choose the correct answer.
Response:

A. Role-based permissions
B. The Secondary Plan option
C. The Assign Statement Groups option
D. The interoperability option

Answer: B

Question: 3

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. Export as a batch process
B. Valid users only

C. Short format: only system fields
D. Include imported field-level eligibility fields with system default import keys

Answer: C

Question: 4

Your customer needs a budget that calculates a percentage of imported values for each employee on the compensation worksheet.
Which Based On option can you use to fulfill this requirement?
Please choose the correct answer.
Response:

A. Template
B. User
C. Group
D. Import

Answer: B

Question: 5

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 & Mouseover Text
B. Step Name
C. Step Description
D. Step ID

Answer: B

Question: 6

What can a user do to export all of the compensation data from SuccessFactors to another system?
There are 3 correct answers to this question.
Response:

A. Create a Compensation Planning ad hoc report.

B. Export from the Executive Review.
C. Select the Enable Roll-up Reports option in Advanced Settings.
D. Export the user data file (UDF) to send as a report.
E. Select the Aggregate Export option from Compensation Home.

Answer: A,B,E

Question: 7

You have defined the eligibility rules as shown in the attached screenshot. Budgeting is done as a percent of all the employees' current salary.
What can you see on the compensation form for an employee in Salary Plan PRM?
Please choose the correct answer.
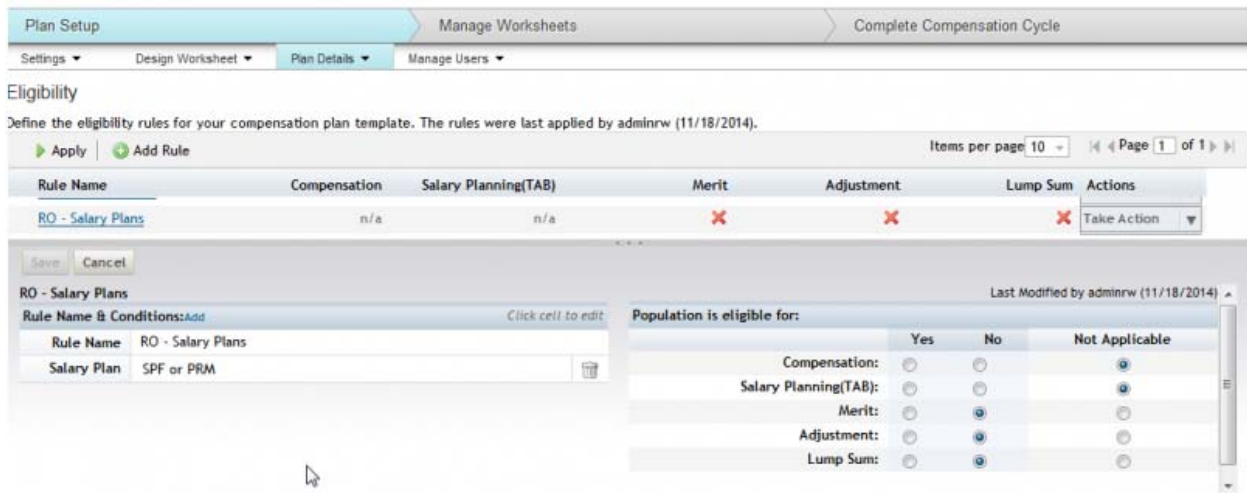
Response:

A. The employee does NOT appear on the form, but their salary is included in the total budget basis.
B. The employee appears on the form and is included in the total budget basis, but CANNOT receive an award amount in merit, adjustment, or lump sum.
C. The employee does NOT appear on the form, and their salary is NOT included in the total budget basis.
D. The employee appears on the form, but is NOT included in the total budget basis, and CANNOT receive an award amount in merit, adjustment, or lump sum.

Answer: B

Question: 8

Which of the following options reflects a best practice for configuring compensation plan guidelines?
Please choose the correct answer.

Response:

A. Make sure the Enable Guideline Optimization checkbox is selected if your customer has less than 1,000 guidelines.
B. Allow planners to enter negative salary adjustment recommendations.
C. Add a formula without any criteria at the bottom of the guideline list to act as a default.
D. Always arrange guideline formulas in order by performance rating and comp ratio.

Answer: C

Question: 9

Which actions can you control using role-based permissions?
There are 2 correct answers to this question.
Response:

A. Exceed a merit guideline in a compensation worksheet.
B. View the compensation profile.
C. Read and write compensation data via executive review.
D. View budget data in the rollup report.

Answer: C,D

Question: 10

Which worksheet section can you open as a floating panel?
There are 2 correct answers to this question.
Response:

A. Route map
B. Currency view
C. Budget
D. Filter options

Answer: A,C