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SAP Certified Application Associate - SuccessFactors Compensation

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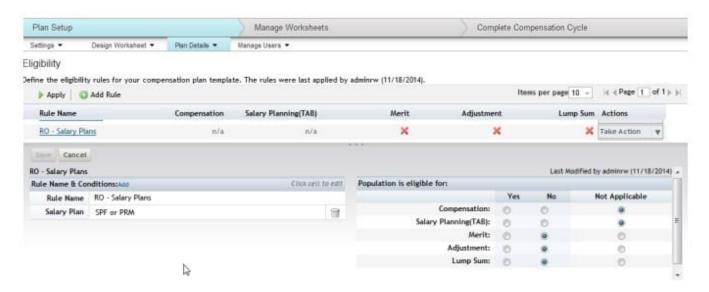
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QUESTION 1

You have defined the eligibility rules as shown in the attached screenshot. Budgeting is done as a percent of the 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 appears on the form, is NOT included in the total budget basis and CANNOT receive an award amountin merit, adjustment or lump sum.

B. The employee does NOT appear on the form and their salary is NOT included in the total budget basis.

C. 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.

D. The employee does NOT appear on the form but their salary is included in the total budget basis.

Correct Answer: C

QUESTION 2

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 3

Which of the following can a user do to export all of the compensation data from SuccessFactors to another system?

Thereare 2 correct answers to this question.

Response:

A. Select the Aggregate Export option from Compensation Home.

B. Select the Enable Roll-up Reports option in Advanced Settings.

C. Create a Compensation Planning ad hoc report.

D. Export the user data file (UDF) to send as a report.

Correct Answer: AC

QUESTION 4

Which compensation function requires thejob code and pay grade mapping table?

Please choose the correct answer.

Response:

A. Cascading Budget

B. Job Selector

C. Compensation History

D. Calculating Compa-Ratio

Correct Answer: B

QUESTION 5

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

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