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SuccessFactors Compensation 1H/2022**

SAP C THR86 2205

Version Demo

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QUESTION NO: 1

You want to prevent planners from entering a negative merit increase in the compensation worksheet. Which config steps must you perform?

- A.** Enable a hard limit stop for the minimum merit guideline in Admin Center. Set the minimum value to 0 for all guideline formulas
- B.** Create a guideline rule with the Force Default On Rating Change option set to Yes in Admin Center. Delete the < comp-guideline-pattern > in the form template XML.
- C.** 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 0.
- D.** Set e Enable Guideline Optimization setting in Admin Center delete the < comp-guideline-pattern > in the form template XML

ANSWER: A

QUESTION NO: 2

Your client wants the worksheet to calculate the "ideal" recommendation for planners and pre-populate that into all recommendations. Planners would then alter the syst commendations. The budget starts with all money being spent. If the planner wishes to increase one employee raise, they need to decrease another's in order to stay under budget. How can this be achieved? Note: There 2 correct answers to this question.

- A.** Use guidelines to populate the default and with mode PercentOfCustomField, where the custom field uses a lookup table
- B.** Use a custom column with a formula to display the "ideal" and guidelines with a default of 0. Budgets use the DirectAmount model
- C.** Use guidelines to populate the default and budget with mode Guideline
- D.** Use a custom validation to display a warning to remind the planner to decrease another employee if they increase one employee. Budgets use the PercentOfCurSal mode

ANSWER: B D

QUESTION NO: 3

When would you run the update all worksheets function? 2 correct answers

- A.** when a new hire or termination occurs
- B.** when a administrator manually moves a employee to a new worksheet
- C.** When managers makes a change to performance rating on a performance form

ANSWER: A C

QUESTION NO: 4

Which of the following actions can you perform on worksheets after they are lead and before they have been completed?

Note: There are 3 correct answers to this question

- A. Generate compensation statements
- B. Update guidelines
- C. Update a formula in a custom column.
- D. Update lookup table contents
- E. Revise field-based permissions

ANSWER: B D E

QUESTION NO: 5

Which rating source combinations you can use to configure a compensation plan template? 2 correct answers

- A. A rating from a 360 form
A comp rating from the compensation worksheet for employees who do not have 360 form
- B. A rating from a performance management PM form
A rating from a different PM form, a depending on which PM form was assigned to an employee
- C. A rating from a performance management RM form
A comp rating from the worksheet for employee who do not have PM form

ANSWER: B C

QUESTION NO: 6

Customer is using the compensation manager hierarchy and would like the 2 -step approval to follow the Second Manager hierarchy. How will you set this up?

- A. 1st:E
2nd:EM
- B. 1st: EM
2nd:EMM
- C. 1st:EA
2nd:EAA

D. 1st:E
2nd:EA

ANSWER: D

QUESTION NO: 7

A customer using USD as functional currency would like to format Column Totals and Budgets to display 2 decimal places number format can be used?

- A. defMoneyFormat #,##0.00
- B. MoneyFormat #,#0.00 ; useFor= "Annual
- C. CustomMoney Format #,##0.00 ;useFor="USD"
- D. defAmountFormat #,##0.00

ANSWER: C

QUESTION NO: 8

By default, how is budget allocation determined in Rewards and Recognition?

- A. Standard hierarchy of Admin
- B. Standard hierarchy of Nominee
- C. Standard hierarchy of Planner
- D. Standard hierarchy of Nominator

ANSWER: D

QUESTION NO: 9

Which actions are controlled by role based permission? Note there are 2 correct answer to this

- A. Accessing Compensation Home
- B. Editing compensation columns
- C. Opening executive Review
- D. Opening compensation worksheets

ANSWER: A C

QUESTION NO: 10

How can you enable bulk printing of reward statements from a completed compensation worksheet?

- A. Grant managers read permission for "personalCompensationStatement" in the data model
- B. Set XML plan attribute include
- C. Set RBP User Permission View Statement for managers.
- D. Set RBP User Permission View Statement for everyone.

ANSWER: B