Question 1

Your client wants to pre-populate merit recommendations with the ideal values upon worksheet launch to start with a fully spent budget This means that if a planner wishes to increase an employee's raise, they need to decrease another s to stay within budget. How can you achieve this?Note There are 2 correct answers to this question.

Options:

A- Use a custom validation to display a warning to remind the planner to decrease an employee's merit if they increase another employee s merit. Budgets use the PercentOfCurSal mode.

B- Use guidelines to populate the default values and budget with mode Guideline.

C- Use a custom column with a formula to display the ideal values and guidelines with a default of 0 Budgets use the DirectAmount mode

D- Use guidelines to populate the default values and budget with mode PercentOfCustomField. where the custom field uses a lookup table.

Answer:

B, D

Question 2

Your client would like a specific population of inactive employees to be included in the worksheet.Which combination of settings allows you to achieve this?

Options:

A- Select 'All employees are eligible' under Eligibility Settings, and update eligibility rules to INCLUDE the desired inactive employees

B- Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under Eligibility Settings and update eligibility rules to EXCLUDE the undesired inactive employees

C- Select 'All employees are eligible' under Eligibility Settings, and update eligibly rules to EXCLUDE the desired inactive employees

D- Select 'Including Inactive Users' when defining the Method of Planner, select 'All employees are eligible' under Eligibility Settings and update eligibility rules to INCLUDE the desired inactive employees.

Answer:
D

Question 3

When would you run the Update All Worksheets function?Note There are 3 correct answers to this question.

Options:

A- When there has been an update to a lookup table

B- When an administrator changes the layout of the compensation plan template to add a new column

C- When there has been a change to an eligibility rule

D- When an administrator makes a change to Field Based Permissions

E- When a performance rating is updated

Answer:

A, C, E

Question 4

Question Type: **MultipleChoice**

Your customer is going through a divestiture and would like to extract all of the historical data from compensation planning for the divested entity prior to purging the data from SAP SuccessFactors.How can you capture the compensation data from your compensation plans?Note. There are 2 correct answers to this question.

Options:

A- Run the Rollup report

B- Export from the employee history file

C- Export from Executive Review

D- Run an Ad Hoc report

Answer:

C, D

Question 5

Question Type: MultipleChoice

Your client wants to ensure that planners justify their decision to NOT give an employee a merit increase.What is the best way to accomplish this?

A- Q Use custom validations with the formula if(merit>0.'FALSE .'TRUE

B- Under Define Standard Validation Rules add a Force Comment Rule with the mode set to 'no-raise '

C- Edit the XML and add a comp-force-comment-config tag with the mode attribute set to 'guideline '

D- Under Define Standard Validation Rules add a Force Comment Rule with the mode set to 'raise '

Answer:

B

Question 6

Question Type: **MultipleChoice**

For which customer requirement do you need to develop a custom statement?

Options:

A- Different statements per employee group

B- Mix of data from compensation and variable pay

C- Field visibility is conditional on amount

D- Pie graph showing compensation element attribution

Answer:

D

Question 7

Question Type: MultipleChoice

Which of the folowing updates require worksheets to be relaunched?Note There are 2 correct answers to this question

Options:

A- Modify the route map

B- Revise field-based permissions

C- Update lookup table contents

D- Update a formula in a custom column

Answer:

B, C

Question 8

Question Type: **MultipleChoice**

You have configured a worksheet for a client that uses the following formula in a custom column of type Money (curSalary ' lookupCbudgettable" customCountry 1))/100. The lookup table 'budget_table' is configured with one input and one output There are three rows in the table*USA =5*GBR = 3*' = 2 When the worksheet loads the column displays correctly but when a merit value is changed il switches to NfA for the employee What could be done to fix this behavior?

Options:

A- Surround the curSalary with the toString function

B- Remove the extra parentheses

C- Change the column to be of the Amount type

D- Surround the lookup function with the toNumber function.

Answer:

D

Question 9

Question Type: **MultipleChoice**

You want to rename the Salary tab of the compensation plan template.Which field section must you configure?

Options:

A- Custom Views

B- Rollup Report Fields

C- Navigation Fields

D- Form Fields

Answer:

C

Question 10

Your client wants managers to see a graph of the average salary increase percentage for each performance rating for their entire reporting hierarchy. How can you achieve this?Note. There are 3 correct answers to this question.

Options:

A- Grant all planners access to the Executive Review and use the standard YouCalc widget

B- Create a Tile report and add it to a dashboard for view in the Salary worksheet's Insights icon

C- Create an Ad Hoc report and share it with all planners

D- Create a Tile report and add it to a dashboard for view on the planner s homepage

E- Add the standard YouCalc widget to the worksheet template and have planners access it whie they do their planning

Answer:

A, B, E

Question 11

You ate implementing compensation in an EC-inlegrated environment and you are NOT using the promotion functionality.To where can you publish data?Note. There are 3 correct answers to this question.

Options:

A- Employee Detais

B- Job Information

C- Custom MDF Objects

D- Recurring Pay Components

E- Compensation Information

Answer:

C, D, E

Question 12

Which of the following requires the use of custom validations?Note There are 2 correct answers to this question

Options:

A- An error message when the maximum guideline is exceeded

B- An error message when adjustments are entered in two different fields

C- An error message when planners enter a promotion without changing pay grade

D- A warning message when the budget is exceeded

Answer:

B, C