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QUESTION 24

In provisioning for your customer’s instance, you select the “Assign default required field values for new users if none specified” option. You want to import a compensation-specific user data file (UDF). Which columns are required?
Note: There are 2 correct answers to this question
* USERNAME
* STATUS
* MANAGER
* USERID

QUESTION 25

37.You create a test user data file (UDF) for use with a compensation template. The template uses the Sec Manager hierarchy. The CEO is head of both hierarchies. In the user record of the CEO, what values would u for the MANAGER and SECOND

MANAGER columns?
* MANAGER: blank Q SECOND MANAGER: NO MANAGER
* MANAGER: NO_MANAGER SECOND MANAGER: blank
* MANAGER: blank SECOND MANAGER: blank
* MANAGER: NO MANAGER SECOND MANAGER: NO MANAGER

QUESTION 26

Which actions can you perform on the Add/Edit Statement Tempi reen in Admin Center when creating a compensation statement from SuccessStore templates? Note: There are 3 of answers to this question
* Design the statement with multiple graphics
* Customize the statement text to fit your customer’s company and culture
* Reference the company logo URL and change the title of the statement
* Configure the statement for multiple languages
* Change the order of the compensation fields

QUESTION 27

Which tools create cost projection and sets target based on location performance level or benchmark?
* Guideline modelling
* Compensation profile
* Cascading budget
* Budget rules

QUESTION 28

Your customer has part-time and full-time employees. What do you figure in the system to have it calculate the compa-ratio, range penetration, current salary, and adjusted sa nges?
* Add the standard FTE field to the compensation plan template.
* Set in the user file (UDF) to FULL-TIME or PART-TIME
* Set SALARY_PRORATING in the user data file) to the percent that the employees work full time C.
* Set XML attribute isActualSalarylmp rte to True in the compensation plan template

QUESTION 29

What type of custom fields can you use as formula criteria within the guidelines? Note: There are 2 correct answers to this questions.
* String enumerated fields compensation
* Money, fields based on a custom formula calculation
* fields uploaded from the User Data File
* Percent fields based on a custom formula calculation

QUESTION 30

When would you run the update all worksheets function? 2 correct answers
* when a new hire or termination occurs
* when a administrator manually moves a employee to a new worksheet
* When managers makes a change to performance rating on a performance form

QUESTION 31

In order to trigger a dynamic workflow when an employee receives an award amount above a specific value in Rewards and recognition, what base object must be used in the business rule?
* Spot Award Category
* Spot Award Program
* Spot award Level
* Spot Award

QUESTION 32

What must you do before generating compensation statement?
* Grant all managers permissions to launch statements
* Publish the final compensation data to the employee profile
* Send worksheets to the completed step to the route map
* Recall compensations statements from the previous year

QUESTION 33

Your client has asked you to change the display of the standard Current Salary Range field to only show the midpoint of the range. What needs to be updated to meet this requirement?
* Create a new number format under Set Number Format Rules
* Create a new custom field with a formula under Column Designer
* Update the pay guide format under Display Settings
* Update the salary guideline format under Display Settings

QUESTION 34

Your customer requires a field on the worksheet that is a picklist with two values: TRUE or FALSE. How can you achieve this?
* Create an editable string field with enumerated values
* Create an editable string field and make it reportable B.
* Create a read-only string field and make it reportable D.
* Create a read-only string field and make it reloadable.

QUESTION 35

You use date based proration and you do NOT include dates in the user data files (UDF) for an employee. What does the system use to calculate the proration percent?
* The review start date and review end date configured in the compensation template
* January 1 to 31 of the current year
* the start date and end date of customer fiscal year
* The start and end date of the compensation worker

QUESTION 36

Your customer has two separate compensation statement templates from the SuccessStore. One statement is used for employees in the Manufacturing department and the other is used for all other employees. How do you make sure that Manufacturing employees receive the proper statement?
* Set default permissions for the statement template under Actions for All Plans.
* Assign statement groups under Complete Compensation Cycle
* Use role-based permissions in Admin Center
* Make the Manufacturing Statement template the default template

QUESTION 37

Which permission is used for point-based but not for currency-based awards? Note: There are 2 correct answers to this question
* Spot Award Program
* Spot Award Budget
* Spot Award Redemption
* Spot Award user balance

QUESTION 38

When setting up rating sources in a compensation plan template, which following rating types can you select? Note: There are 2 correct answers to this question
* overallPerformancePotential
* overall360
* overallPerfomance
* overallCompetency

QUESTION 39

Which information is included in the rollup report? Note: There are 2 correct answers to this question
* The average bonus payout amount
* The sum of budget and total spend for each division, department, or location
* The detail of planning decisions for each employee in the hierarchy
* The sum of budget and total spend for each planner in the hierarchy

QUESTION 40

How would you use a lookup table result in a numeric operation?
* Use to Number to wrap the lookup field
* Use to String to wrap the lookup field
* Use Amount as the column type
* Use a custom number format.

QUESTION 41

You configure the following salary rule in the compen useFor=”merit”
benchmark=”range-penetration” actionO [comp-salary-rule-threshold > <message-on-exceed
* The ru s the planner that the range penetration threshold has been exceeded and the merit Field text turns red ‘-‘ Tlt,p anner can save the merit recommendation
* A pop-up message the planner if the exceeded amount should be assigned to Lump Sum *-‘The planner ve the merit recommendation by selecting Cancel in the pop-up message
* The rule prevents the planner from saving the merit increase. The planner must go back and change their merit recommendation
* A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum. The planner CANNOT h merit increase by selecting Cancel in the pop-up message

QUESTION 42

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?

* Check the Start Date field to see if the employee started at least 2 years ago
* Check if the Event Reason is New Hire and the effective date is 2 years ago.
* Refer to the Time in Position field to check if the employee has been in this position for more than 2 years
* Create a custom field in the Complnfo HRIS element to use in the eligibility rule

QUESTION 43

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

QUESTION 44

Your customer has two pay components, IDs SALARY_US and SALARY_UK, that are used for employees base salary in their respective countries, They wan for all employees on a single worksheet using the employee’s periodic salary, NOT the annual value. What is the best way to accomplish this?
* Ensure the Used for Comp planning flag of the pay components is set to Comp and do NOT map to a specific pay component ID in the w
* Create two t templates and use eligibility rules to ensure employees appear on the correct one
* Create two custom columns and map each to the pay components. Use a third custom column to display whichever is non-zero
* Create a pay com t group that includes both pay components and use that for the planning

QUESTION 45

Your client would like a specific population of inactive employees to be include in the worksheets. Which combination of settings allows you to achieve this?
* Select “Including Inactive Users: when defining the method of planners, select “All employees are eligible “,under Eligibility settings, and update eligibility rules to EXCLUDE the desired inactive employees
* Select” All employees are eligible ” under eligibility settings and update eligibility rules to INCLUDE the desired inactive employees
* Select “Including Inactive Users: when defining the method of planners, select “All employees are eligible” ,under Eligibility settings, and update eligibility rules to INCLUDE the desired inactive employees
* Select” All employees are eligible ” under eligibility settings and update eligibility rules to EXCLUDE the desired inactive employees

QUESTION 46

Your customer has the requirement that employees wit performance ratings have a different text in their statement than those with high performance ratings. How can accomplish this?
* Use conditional text sections in the statement
* Use the suppress statement function
* Use two compensation worksheet temp
* Create multiple statement templates and use groups

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