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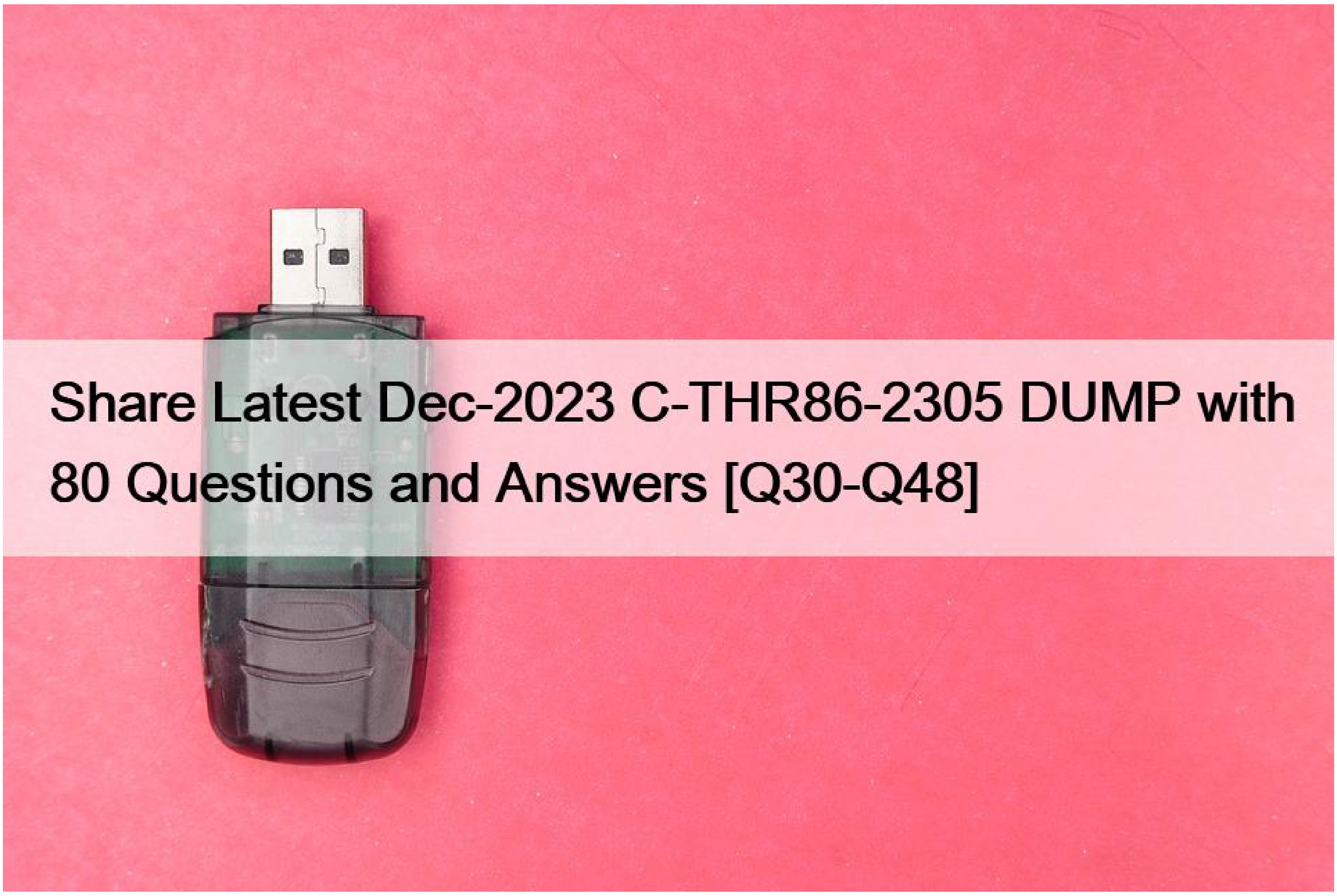

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PDF Dumps 2023 Exam Questions with Practice Test

NEW QUESTION 30

What is the recommended leading practice workflow for a compensation template?
* Process Setup -> Manager Planning -> Next Level Manager Review -> Final Review -> Compl
* Manager Planning -> Next Level Manager Review -> Compensation Admin Review -> HR Manager Planning -> Complete
* Process Setup -> Manager Planning -> Next Level Manager Review -> Third Level Manager Review -> C ete
* Manager Planning -> Next Level Manager Review -> HR Manager Planning -> Complete

NEW QUESTION 31

For which customer requirement do you need to develop a custom statement?
* Different statements per employee group
* Mix of data from compensation and variable pay
* Field visibility is conditional on amount

* Pie graph showing compensation element attribution

NEW QUESTION 32

You are implementing compensation in a targeted environment and you are NOT using the promotion functionality.


Formulas

Order	Formula Name*	Rating
1	Formula1	≥1 to ≤2
2	Formula2	>2 to ≤3
3	Formula3	>3 to ≤4
4	Formula4	>4 to ≤5
5	Formula5	[Edit]

Min*	Low	Default*	High	Max*	Actions
0	0	0	0	0	
1	[illegible]	2	0	3	
2	0	3	0	4	
4	0	5	0	6	
0	0	0	0	0	

To where can you publish data? There are 2 correct answers to this question
* Non-Recurring Pay Components
* Job Information
* Employee Details
* Recurring Pay Components

NEW QUESTION 33

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

NEW QUESTION 34

You use date-based proration and you do NOT include a proration end date in your template. What dates does the system use to calculate the proration percent?
* The end date of the customer’s fiscal year
* December 31 of the current year
* The proration end date configured in the compensation template
* The end date of the compensation worksheet

NEW QUESTION 35

Your EC-integtated client wishes to plan on monthly salaries (or employees in the UK. but on annual salaries for employee in the US All employees have their salaries stored in EC with a single pay component with a frequency of monthly’ because of payroll integration constraints.Which of the following options is a solution for this requirement?

* Use two different pay components for salary with the US one having the ‘Use for Comp Planning’ set to ‘None’ and lhe UK one set to ‘Comp “
* Include the unitsPerYear standard column and set it to 12
* Use two templates with one having curSalary mapped to the pay component and the other on the pay component group
* Use meritTarget set to the pay component value divided by 12

NEW QUESTION 36

Which of the following customer scenarios is a good use of the Suppress Statement function?Note There are 2 correct answers to this question.

* Employees in one country get a statement at a different time from those in other countries
* Employees who are on a performance improvement plan get a different statement from those who are not
* Employees who have an RSU grant get a statement, but those without an RSU grant do not get a statement
* Employees who were hired after a certain date do not get a statement

NEW QUESTION 37

Your client wants to restrict entry into the Lump Sum field to only members of the reward team.How can you achieve this?

* Use mass actions through the Executive Review
* Update guidelines to put a hard stop on the Lump Sum field and set all of the guideline values to 0
* Set the Lump Sum field to read-only to prevent planners from using it
* Use field-based permissions on the Lump Sum field and a permission group of named individuals

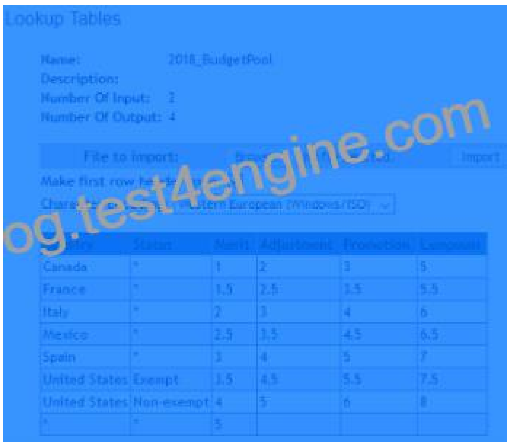
NEW QUESTION 38

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?

* Q Use custom validations with the formula if(merit>0.’FALSE .’TRUE
* Under Define Standard Validation Rules add a Force Comment Rule with the mode set to ‘no-raise ‘
* Edit the XML and add a comp-force-comment-config tag with the mode attribute set to ‘guideline ‘
* Under Define Standard Validation Rules add a Force Comment Rule with the mode set to ‘raise ‘

NEW QUESTION 39

Your customer wants to include confidential information on the planning form that is visible only to the HR team and NOT to planners.



How can you achieve this?
* Configure a custom field for the confidential data as reportable.
* Configure a custom field for the confidential data and set the field to read-only.
* Configure a custom field for the confidential data and use field-based permissions.
* Configure a custom field and check the “hide this column on the form” box.

NEW QUESTION 40

What are the valid hierarchy types available when selecting the Method of Planner in Compensation?
* Rollup Hierarchy
* Manager Hierarchy
* Standard Suite Hierarchy
* Compensation Hierarchy(Second Manager)
* Matrix manager hierarchy

NEW QUESTION 41

Your customer has an Employee Central integrated template with an effective date of March 1, 2020.

The template has a reloadable field that is mapped to the Pay Grade field in SAP SuccessFactors Employee Central. The forms are launched on February 1, 2020, with a start date of March 1, 2020.

An employee gets promoted on February 14, 2020, which includes a pay grade change.

What is the effect on the value that is displayed when the planner opens the worksheet on March 5,

2020?
* employee becomes ineligible
* new paygrade is displayed
* The pay grade remains the same as it was when the forms were created
* new forms need to be created because an error will be shown

NEW QUESTION 42

Your client has asked you to display both the number and text in the standard Performance Rating field.What do you need to update to meet this requirement?
* Update the Rating Label Format to Number-Text under Display Settings
* Change the labels in the rating scale to include both the number and text
* Create a lookup table with the number and text
* Create a new custom field with a formula under Column Designer

NEW QUESTION 43

You configure merit guidelines as shown in the attached screenshot. If an employee has a rating of 3.05 what would be the low to high guideline column in the compensation worksheet?
* 3%-5%
* 2%-4%
* 0%-10%

* 0%-0%

NEW QUESTION 44

Your customer requires a field on the worksheet where planners can select from a list to categorize the reason for the employee receiving a lump sum. How can you achieve this?
* Create a read-only string field and make it reloadable
* Create an editable string field and make it reportable
* Create a read-only string field and make it reportable
* Create an editable string field with enumerated values

NEW QUESTION 45

Your customer has part-time and full-time employees. You notice that for part-time employees, their compa-ratio in EC is different than in Compensation. What do you configure in the system to have it calculate the correct compa-ratio and take into account the FTE?
* Set SALARY_PRORATING in the user data file (UDE) to the percent that the employees work full time
* Set COMPENSATION_SAL_RATE_TYPE in the user data file (UDF) to FULL-TIME or PART-TIME
* Set the XML attribute isActualSalarylmported to False in the compensation plan template
* Set the XML attribute isActualSalarylmported to True in the compensation plan template

NEW QUESTION 46

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

NEW QUESTION 47

What action is required to enable employee central integration for template?
* Enable field based permission
* Reload Guidelines
* Update Pay guide formats
* Provide an effective date

NEW QUESTION 48

What functions are available in a compensation profile?Note There are 3 correct answers to this question.
* Enter recommendations
* Display salary history
* Promote an employee
* View budgets
* Import salary history into the profile

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