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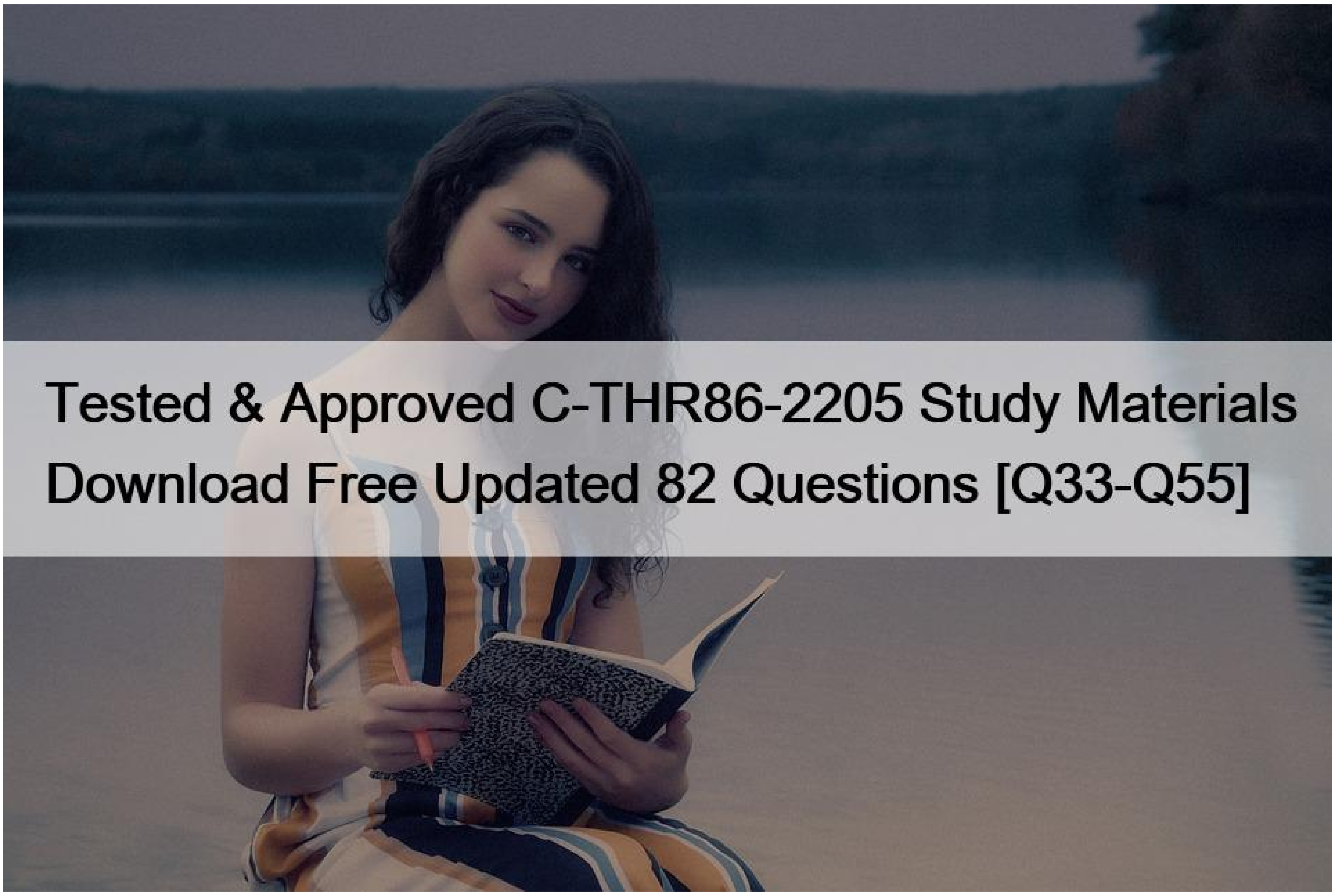

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Q33. Your customer uses SAP essfactors Employee Central and has the following setup:

Pay Component (id =

Pay Component “CARALLOWANCE”)

Pay comp e Cid = “HOUSEALLOWANCE”)

Payment Group (id = “TC”) made up of the above three components. The Use for Compa-Ratio Calculation la s t to Yes for this group.

er performs TC (total cash) planning, that is, planners adjust the overall TC. Both the car and housing all ces are fixed values based on employee grade. If an employee is promoted on the worksheet, these allowances hange. Salary is whatever TC is left over after the new allowances are updated, w do you best implement this request while maximizing integration?
* Map TC to the standard Current Salary field.Use the Merit column for the TC update.Use the finSalary field and some custom columns to calculate the components and publish those back to EC.
* Map TC to the standard Current Salary field.Use the Merit column for the TC update.Publish the finSalary value back to the pay component group in EC and have business rules split the sum into the components.
* Map TC to the standard Current Salary field.Use the Merit column for the TC update.Extract the new TC with a report and manually create import files to update EC.
* Map SALARY to the standard Current Salary field and TC to meritTarget.Use merit to update the TC and use custom fields to allow planners to update the allowances.Publish each component back separately.

Q34. Which of the following is possible without need for custom validations? Note: There are 2 correct answers
* warning message when the budge is exceeded
* An error message when adjustments are entered in two different fields
* An error message when maximum guideline is exceeded
* An error message when planners enter a promotion without changing pay grade

Q35. A customer’s performance process has a collaboration step that happens after the compensation forms are launched. The customer is using compensation guidelines with defaults. How can you ensure default guidelines are fully reflected when a
* RE run update all worksheets job from manage worksheet
* Se the force default on rating within guidelines to NO
* Set the default guidelines associated with the original performance rating to YES

Q36. When should you configure a compensation template using the Second Manager hierarchy?
* Your customer has more than three manager approval levels in their route map.
* Your customer wants to include inactive employees on the compensation worksheets
* Your customer wants someone other than the standard manager to make compensation recommendations.
* Your customer wants both the standard manager and the matrix manager to approve compensation.

Q37. 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

Q38. By default, how is budget allocation determined in Rewards and Recognition?
* Standard hierarchy of Admin
* Standard hierarchy of Nominee
* Standard hierarchy of Planner
* Standard hierarchy of Nominator

Q39. Your client wants a graphical representation of performance distribution data in the Metrics section of a compensation worksheet. How can you achieve this? Note: There are 3 correct answers to this question.
* Select the “Enable YouCalc widget on compensation form” option in Provisioning
* Configure current rating information in the compensation salary widget in Admin Center
* Create a YouCalc tile using the Analytics tile builder.
* Add the standard compensation salary widget from the SuccessStore
* Add the < comp-youcalc-application > tag to the compensation plan template XML.

Q40. 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

Q41. Each employee has a custom number code assigned to them. However, your customer wants to display they have instead of the code on the worksheet. If the code is NOT in the table, the customer wants blanks to be displayed. What would you define as the last row in your lookup table?
* FALSE as the input agreement with blanks as the output
* An asterisk input agreement with blanks as the output
* N/A as the input value/key with blanks as the output
* A blank in the input agreement with blanks as the output

Q42. 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

Q43. Your customer has a compensation plan template with the functional EUR, The managers own currency id USD. Managers compensation worksheet contains employee who gets paid in following currencies EUR,USD,CHF,GBR Which view must you enable to make sure the manger can display the salary of all their employees USD
* The includeLocalCurrency view
* The includeAnyCurrency view
* The includePlannerCurrency view
* The includeFunctionalCurrency view

Q44. 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

Q45. You want to extract all compensation data from Success factors and import it into your own Human Resources Information System (HRIS). Which report c run to capture the compensation data from your current
* executive review report
* adhoc report
* employee history export
* budget rollup report

Q46. Your customer would like to planners to be able to edit the adjustment column only after a certain date, but before form reach completion, how can this be achieved?
* After forms launch and AFTER the date has passed, change the field-based permission for the Adjustment column to be editable.
* On the specified date, change the re -only setting on the column from YES to NO.
* After forms launch and BEFORE the dateUaiepuSed, change the field-based permission for the Adjustment column to be editable.
* Use custom validation that c the date and update the validation once the date has passed

Q47. Which rating source combinations you can use to configure a compensation plan template? 2 correct answers
* A rating from a 360 form

A comp rating from the compensation worksheet for employees who do not have 360 form
* 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
* A rating from a performance management RM form

A comp rating from the worksheet for employee who do not have PM form

Q48. 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

Q49. 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

Q50. Which element in the compensation plan template XML controls the Lump Sum split?
* < comp-calculation >
* .< comp-budget-rule >

* < comp-salary-rule >
* <comp-rule >

Q51. You want to prevent planners from entering a negative merit increase in the compensation worksheet. Which configu steps must you perform?
* Enable a hard limit stop for the minimum merit guideline in Admin Center. Set the minimum value to 0 for all guideline formulas
* 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.
* 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.
* Set e Enable Guideline Optimization setting in Admin Center delete the < comp-guideline-pattern > in the form template XML

Q52. Which items/objects can you move via the Instance Synchronization Tool during configuration migration from one instance to another?
* Non-EC salary ranges
* Lookup tables
* Currency Conversion table
* Stock tables

Q53. Which compensation column in the user data file (UDF) is required for multi-cu deployments?
* Salary Type
* Local Currency Code
* Functional Currency Code

Q54. A customer wants to show merit increase only as an amount within the form, but they want to display the merit stage in the compensation statement. How would you proceed?
* Duplicate the standard merit field, select the Show percent only radio button and add this field to the statement template
* Configure a new percent field with a formula within the compensation template and add this field to the statement template
* Configure an adjustment field to duplicate the merit field, select the Show percent only radio button and add it to the statement template
* Configure a new field with a formula within the statement template

Q55. 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