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NEW QUESTION 29

Your customer is based in and has a functional currency of GBP. However, they also have offices in the US (USD), France (EUR), and Ge EUR). They would like the budget displayed in local currency, for all planners for example, German planners h budget in EUR, NOT GBR. How can you best account list?

Note: There are 2 correct answers to this question
* Disable functional Currency mode
* Have four separate templates, one for each country
* Use budget grouping and group on the local currency code
* Enable Planner Currency mode

NEW QUESTION 30

Your customer has the following requirements for their compensation plan:

1. Use a hard stop in the customer’s guidelines

2. Display only the high and low values in the compensation worksheet.

3. Display a prompt message to planners if they go outside of the high/low values. Which guideline rule settings must you set to fulfill these requirements?

* MIN-MAX

.HARD LIMIT:YES HIGH/LOW ACTION:ALLOW
* LOW HIGH

.HARD LIMIT:YES HIGH/LOW ACTION:ALLOW
* LOW HIGH

.HARD LIMIT:YES
HIGH/LOW ACTION:WARN

NEW QUESTION 31

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 32

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

NEW QUESTION 33

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 34

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

NEW QUESTION 35

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

NEW QUESTION 36

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

NEW QUESTION 37

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 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?
* Edit the xml and add a comp-force-comment-config tag with the mode attribute set to “guideline”
* Edit the xml and add a comp-force-comment-config tag with the mode attribute set to “no-raise”
* Edit the xml and add a comp-force-comment-config tag with the mode attribute set to “raise”

NEW QUESTION 39

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

NEW QUESTION 40

Your customer uses a look up table to calculate custom budgets, as shown in the attached screenshot.

The budget is based on an employees country and status. In the template, the country is defined with field custom country and status is defined with field id customStatus. What is the correct syntax to calculate merit.
* lookup(toNumber(,l2018_BudgetPool,,/ customCountry, customStatuS/merit)*curSalary
* lookup(toNumber(,l2018_BudgetPool,,/ customCountry,customStatus,1)*curSalary
* lookup(toNumber(“2018_BudgetPool,,/ customCountry, customStatus, merit))*curSalary
* lookup(toNumber(“2018_BudgetPoor, customCountry,customStatus,1))*curSalary

NEW QUESTION 41

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

NEW QUESTION 42

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

NEW QUESTION 43

Your customer has implemented SAP SuccessFactors Empl Central (EC) and now wishes to implement a single global

compensation template. However, only part of the organization is in Employee Central; some countries are still using SAP ERP, but there are plans to move to SAP Successfactors Employee Central over the next two years. The customer wants to use the Compensation module to plan all employees, regardless of where their employee data sits. What is the recommended approach to this scenario?
* Create a single non-integrated temp ate, export the EC employees, and import them via UDF
* Create a single EC-integrated template and use the Hybrid Template option
* Create two templates-one with EC integ on and one without
* Suggest a phased approach is the non-EC employees become part of the process later as they migrate

NEW QUESTION 44

The Detailed Reportl9es NOT appear on the compensation form as shown in the attached screenshot. What is some possible Note: There are 2 correct answers to this question.
* The Enable Rollup Reports option is NOT selected in the advanced settings.
* The user does NOT have the compensation rollup permission in role-based permissions
* The Use Form Creation Hierarchy for Compensation Rollup Report option is NOT selected in the advanced settings.
* The < comp-include-report> option is NOT set in the compensation plan template XML

NEW QUESTION 45

Which actions are controlled by role based permission? Note there are2 correct answer to this
* Accessing Compensation Home
* Editing compensation columns
* Opening executive Review
* Opening compensation worksheets

NEW QUESTION 46

You want to rename the Salary tab of the compensation plan template.Which field section must you configure?
* Form Fields
* Navigation Fields
* Rollup Report Fields
* Custom Views

NEW QUESTION 47

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

NEW QUESTION 48

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

NEW QUESTION 49

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?
* defMoneyFormat #,##0.00
* MoneyFormat #,#0.00 ; useFor= “Annual
* CustomMoney Format #,##0.00 ;useFor=”USD”
* defAmountFormat #,##0.00

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