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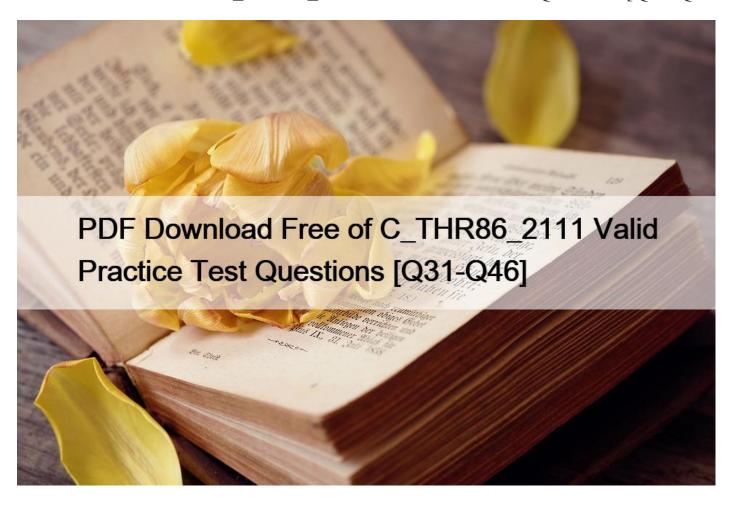

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NO.31 You want to extract the entire compensation from SuccessFactors and import it to your own Human Resource Information System (HRIS). Which report must you run to capture compensation data from your current compensationplan? Please choose the correct answer.

* Spreadsheet report
* Aggregate export report
* Compensation adjustment report
* Budget roll-up report

NO.32 Your customer wants to include confidential information in the planning process. This information should be viewed by the HR team. How can you achieve this? Please choose the correct answer.

* Configure a custom field for the confidential data, and set field visibility to ‘hide’ for everyone except HR employees.

* Configure a custom field for the confidential data, and set field visibility to ‘view’ for HR employees.

* Set the includeCompliance-‘HR” in the compensation plan template XML.

* Configure a custom field for the confidential data, and use role-based permissions to make the field visible for HR employees.

NO.33 When setting up rating sources in a compensation plan template, which of the following rating types can you select?

There are 2 correct answers.
* overallCompetency
* overallPerformance
* overall360
* overallPerformancePotential

NO.34 Where can you disable Ask for Edits options in the route map of a compensation form? Please choose the correct answer.
* Under Provisioning -> Form Template Administration
* Under Admin Tools -> Manage Route Maps
* Under Admin Tools -> Plan Setup -> Settings -> Advanced Settings
* Under XML -> comp-config section

NO.35 Which of the field can you use when you set up forced comments in the compensation plan template? There are 2 correct answers.
* lumpSum
* custom
* bonus
* promotion

NO.36 In the user data file (UDF), what can you populate in the column

COMPENSATION_SALARY_RATE_UNITS? Please choose the correct answer.
* 8.3%
* MONTHLY
* $6,500
* 012

NO.37 Your customer needs a budget that calculates a percentage of imported values for each employee on the compensation worksheet. Which Based On option can you use to fulfill this requirement? Please choose thecorrect answer.
* Group
* User
* Template
* Import

NO.38 Your client notices that data on compensation worksheets is incorrect. The attached screenshot shows the user data file (UDF) that was uploaded. Which columns cause this problem?

There are 3 correct answers to this question.
* JOBLEVEL
* SALARY
* DATE_OF_CURRENT_POSITION
* PAYGRADE
* SALARY_PRO RATING

NO.39 The following tag in the compensation template XML is incorrect and is causing an error when you try to save the template in provisioning <comp-field-label>
* The CDATA block is incorrectly formed.

* Comp-field-label is an invalid tag.
* The comp-field-label tag is NOT correctly closed.
* Quotation marks are missing from the label content’

NO.40 What is the correct format for the compensation aggregate report? Please choose the correct answer.
* csv
* xls
* v4e
* xml

NO.41 You want to configure a compensation plan template for your customer. Where can you find the initial compensation plan template? There are 2 correct answers.
* In the SAP Help Portal
* In the SuccessStore
* In your sales demoinstance
* In the customer’s auto-provisioned instance

NO.42 Which rating source combinations can you use to configure a compensation plan template? There are 2 correct answers.
* A ratingfrom a Performance Management (PM) form

A Comp Rating from the compensation worksheet for employees who do NOT have a PM form.
* A rating from a 360 form

A Comp Rating from the compensation worksheet for employees who do NOT have a 360 form
* A rating from a Performance Management (PM) form.

An imported rating from the user data file for employees who do NOT have a PM form
* A rating from a Performance Management (PM) form.

A rating from a different PM form depending on which PM form was assigned to an employee.

NO.43 Your customer uses role-based permissions. Where in the Admin Tools do you assign permissions to allow a user to import compensation data? Please choose the correct answer.
* Import Users
* Manage Users
* Administrative Privileges
* Manage Employee Import Privilege

NO.44 Which of the following is a recommended option for updating the Employee Profile with compensation data?

There are 2 correct answers.
* Create a custom portlet on the employee profile and importcompensation data to the portlet using the Import Extended User Information option.
* Import historical compensation data in custom compensation columns on the user data file (UDF) and create a custom background portlet to display the data.
* Publish newcompensation data from the Compensation worksheet directly to the Employee Profile in a standard compensation portlet.
* Permission Human Resource users to enter compensation data on fields in a custom background portlet as part of the profile completionprocess.

NO.45 Which permission can youuse to restrict certain groups from seeing the budget allocation in the worksheet?

Please choose the correct answer.
* Field-based permission
* Budget override permission
* Executive review permission
* Budget assignment permission

NO.46 According to SuccessFactors’ best practice, what must you include when you set up a compensation route map?

Please choose the correct answer.
* A staging step as the last modify step
* At least five steps ofmanager review and approval
* A signature step as the final step before completion
* The Get Feedback button in the HR approval step

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