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Exam Code: C_THR86_2405

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Compensation

Exam A

QUESTION 1
As part of the approval process your client wants to make sure that the planners have a full view of how their direct and indirect reports have adhered to their allocated budgets before their worksheets can be approved.How can you best show this information?

A. Enable the Executive Review - Read permission for all planners
B. Create a Tile for inclusion on the planners Dashboards
C. Include the Detailed (Rollup! Report option in the worksheet configuration
D. Create an Ad Hoc report and share it with all planners

Correct Answer: C
Section:

QUESTION 2
Your customer is based in the UK and has a functional currency of GBP. However, they also have offices in the US (USD). France (EUR), and Germany (EUR) They would like the budget displayed in local currency for alt planners for example. German planners see the budget in EUR. not GBP.How can you best accomplish this?Note There are 2 correct answers to this question

A. Use budget grouping and group on the local currency code
B. Disable Functional Currency mode
C. Enable Planner Currency mode
D. Have four separate templates, one for each country

Correct Answer: A, C
Section:

QUESTION 3
Which of the following customer scenarios is a good use of the Suppress Statement function?Note There are 2 correct answers to this question.

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

Correct Answer: C, D
Section:

QUESTION 4
In an EC-integrated compensation worksheet what are some ol the reasons you might include a lookup table in your configuration.Note There are 3 correct answers to this question.

A. Providing budget percentage by country
B. Holding previous year's salary by Employee ID
C. Determining appropriate car allowance by grade
D. Converting a code into its text equivalent for display

E. Converting money values from functional to local currency

Correct Answer: A, B, C
Section:

QUESTION 5
You set up a merit guideline rule based on the performance rating and country. You configure guideline formulas as shown in the screenshot. See image below.

Formulas

Order	Formula Name*	Rating	Country	Min*	Low	Default*	High	Max*
1	Low ratings	-- to ≤2	[Edit]	0	0	0	0	0
2	Good	>2 to ≤3	[Edit]	0	0	1	2	10
3	Better	>3 to ≤4	[Edit]	1	1	2.5	4	10
4	Outstanding	>4 to ≤5	[Edit]	3	3	5	7	10
5	Low US ratings	-- to <2	USA	0	0	0	0	0
6	US Good	>2 to ≤3	USA	0	0	2	4	999
7	US Better	>3 to ≤4	USA	0	0	4	8	999
8	US Outstanding	>4 to ≤5	USA	0	0	6	10	999
9	Default	[Edit]	[Edit]	0	0	0	0	0

An employee in the USA has a rating of 4. What would be their default merit increase?

A. 0
B. 0.01
C. 0.02
D. 0.04

Correct Answer: C
Section:

QUESTION 6
How can the compRating field be used to enhance the compensation worksheet?Note There are 2 correct answers to this question.

A. It allows for performance form rating overrides
B. It allows for performance ratings to use a different rating scale
C. It allows ratings to be entered directly on the planning worksheet for those employees who do NOT have a performance form
D. It allows a second rating field for guidelines

Correct Answer: B, C
Section:

QUESTION 7
Your customer needs to remove a compensation statement from the system for one employee who was NOT eligible for a merit increase. Which of the following options would help you best accomplish this?

A. Create an eligibility rule to exclude this employee
B. Make the employee ineligible for a merit increase using the eligibility engine
C. Remove the employee from the compensation form and run the 'Update all worksheets' job
D. Recall the compensation statement for the employee

Correct Answer: D
Section:

QUESTION 8
A customer's performance process has a Final Review step at the end of the route map during which the reward team reviews the recommendations that have been made to ensure budget spend meets limits.The merit

guideline is based upon performance rating, compa ratio, and two custom fields. Country and Job Family The customer wishes that the merit increase is reset to the default when the Country changes for an employee, but NOT when the Job Family changes.How can this requirement be met?

A. Ensure the default value for all merit guidelines is non zero*Make sure the Country and Job Famity columns are both reloadable
B. Set the Force Default On Custom Column Change option within guidelines to Yes*Make sure the Country and Job Famity columns are both reloadable
C. Set the Force Default On Rating Change option within guidelines to Yes*Make sure the Country column is reloadable and Job Family is not.
D. Set the Force Default On Custom Column Change option within guidelines to Yes*Make sure the Country column is reloadable and Job Family is not

Correct Answer: D
Section:

QUESTION 9
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?

A. 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 '
B. Include the unitsPerYear standard column and set it to 12
C. Use two templates with one having curSalary mapped to the pay component and the other on the pay component group
D. Use meritTarget set to the pay component value divided by 12

Correct Answer: C
Section:

QUESTION 10
A customer would like percentage fields to only show decimal places if they are available. For example 40 00% should display as 40%,but if the percentage calculation is 40.54%. they want to display the decimal places.What number format should you use?

A. defAmountFormat # ##0
B. defPercentFormat #
C. defPercentFormat #00
D. defPercentFormat #

Correct Answer: C
Section:

QUESTION 11
Your customer has employees in five different countries In those countries, a total of three different languages are used English. German and French. The end-of-cycle compensation statement needs to be in each of those three languages.How can you accomplish this using the standard compensation statement template?

A. Create one version of the statement Clone the statement and translate the text into the two other languages.Use statement groups based on the employee preferred language to appropriately assign the template.
B. Create one version of the statement Clone the statement and translate the text into the two other languages.Use statement groups based on the employee country to appropriately assign the template.
C. You need to use a custom statement.Use statement groups based on the employee country to appropriately assign the template.
D. Create one version of the statement that has all three languages sequentially.Assign this template to all employees.

Correct Answer: B
Section:

QUESTION 12
Your customer has the following requirements for their compensation plan.1 .Allow planners to make recommendations outside of the highlow values.2.Display only the max and min values in the compensation worksheet.Which guideline rule settings must you set to fulfill these requirements?

A. In Display Settings use min-max*Hard Limit No *High/Low Action Warn
B. In Display Settings use min-max*Hard Limit Yes*High.tow Action Allow
C. In Display Settings use min-max*Hard Limit No*High/Low Action Allow
D. In Display Settings use low-high*Hard Limit Yes*High/Low Action Allow

Correct Answer: C
Section:

QUESTION 13
You configured merit guidelines as shown in the screenshot.

Formulas

Order	Formula Name*	Current Position in Range	Min*	Low*	Default*	High*	Max*
1	Range Pen < 0	-- to <0	0	3	3	5	50
2	Range Pen 0 < 24	≥0 to <24	0	3	3	5	50
3	Range Pen 25 < 50	≥25 to <50	0	2	2	4	50
4	Range Pen 50 < 75	≥50 to <75	0	1	1	3	50
5	Range Pen 75 =< 100	≥75 to ≤100	0	1	1	2	50
6	Range Pen > 100	>100 to --	0	1	1	1	50
7	No Range Pen	[Edit]	0	0	0	0	0

If an employee has a range penetration of 24% what would be the low to high guideline that would appear in the merit guideline column in the compensation worksheet?

A. O 2%-4%
B. 3%-5%
C. 0%-0%
D. O 1%-2%

Correct Answer: C
Section:

QUESTION 14
Your client has a requirement to set a custom Amount column called RSU Shares to 15 if the employee has a performance rating of 5 and a Pay Grade of 6 or 7. If the employee does not meet these conditions, then they receive 0 shares.What formulas could work for this requirement?Note There are 2 correct answers to this question.

A. if(pmRating=5&&(payGrade=6| 7).15.0)
B. iflpmRaling=5&&(payGrade=6| payGrade=7) 15 0)
C. if(pmRating=5 AND payGrade=6 OR payGrade=7 15,0)
D. if(pmRating=5.if(payGrade=6 l5.if(payGrade=7 15.0)) 0)

Correct Answer: B, D
Section:

QUESTION 15
What is the recommended leading practice workflow for a compensation template?

A. Process Setup --- Manager Planning --- Next Level Manager Review --- Third Level Manager Review --- Complete

B. Process Setup --- Manager Planning --- Next Level Manager Review --- Final Review - Complete
C. Manager Planning --- Next Level Manager Review --- Compensation Admin Review --- HR Manager Planning --- Complete
D. Manager Planning --- Next Level Manager Review --- HR Manager Planning --- Complete

Correct Answer: B
Section:

QUESTION 16
Each employes has a custom number code assigned to them. However, your customer wants to display the name 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?

A. A blank In the input agreement with blanks as the output
B. FALSE as the input agreement with blanks as the output
C. An asterisk (') in the input agreement with blanks as the output
D. O N/A as the input value.key with blanks as the output

Correct Answer: C
Section:

QUESTION 17
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?

A. Update the Rating Label Format to Number-Text under Display Settings
B. Change the labels in the rating scale to include both the number and text
C. Create a lookup table with the number and text
D. Create a new custom field with a formula under Column Designer

Correct Answer: A
Section:

QUESTION 18
Your client requests that no employee be eligible for a merit increase greater than 10%.Which configuration steps must you perform?

A. Set the guideline pattern to be low-high*Set the high value for all guidelines to be 10.
B. 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 10
C. Enable a hard limit stop for the merit guideline in Admin Center.*Set the maximum value to 10 for all guideline formulas
D. Enable a hard limit stop for the merit guideline in Admin Center*Set the maximum value to 0 10 for all guideline formulas

Correct Answer: C
Section:

QUESTION 19
Your customer uses SAP SuccessFactors Employee Central and has the following setup.*Pay Component (id = 'SALARY')*Pay Component (id = CARALLOWANCE)*Pay Component (id = HOUSEALLOWANCE')*Pay Component Group (id = 'TC) made up of the above three components The Use for Compa-Ratio Calculation flag is set to Yes for this group.The customer performs total cash (TC) planning, that is. planners adjust the overall TC Both the car and housing allowances are fixed values based on employee grade If an employee is promoted on the worksheet, these allowances may change. Salary is whatever TC is left over after the new allowances are updated.How do you best implement this request while maximizing Integration?

A. Map TC to the standard Current Salary field*Use the Merit column for the TC update.*Use the fin Salary field and some custom columns to calculate the components and publish those back to EC
B. 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.
C. 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.
D. 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.

Correct Answer: B
Section:

QUESTION 20
A customer is using the following number format Mode Round down Multiple 100 How will a value of 9575 50 be displayed?

A. 9000
B. 9600
C. 9500
D. 9570

Correct Answer: C
Section:

QUESTION 21
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?

A. Create a read-only string field and make it reloadable
B. Create an editable string field and make it reportable
C. Create a read-only string field and make it reportable
D. Create an editable string field with enumerated values

Correct Answer: D
Section:

QUESTION 22
While validating the current cycles compensation statements you want to prevent them from being visible on employee profile while still allowing access to past compensation statements How can you accomplish this?

A. Disable access to all statements, including the prior years statements
B. Remove access to Employee Profile during compensation planning
C. Under the permissions of the current statements), change the setting to Generated statements are not viewable
D. Use Role-Based Permissions to control access to only display previous years' statements

Correct Answer: C
Section:

QUESTION 23
Which actions are controlled by role-based permissions? Note There are 2 correct answers to this question.

A. Editing columns on a worksheet
B. Making changes through Executive Review
C. Updating a Compensation Statement

D. Opening compensation worksheets

Correct Answer: B, C
Section:

QUESTION 24
Your customer wants to include information on the planning form that is visible and read-only to planners, but may be edited by the Reward Team. How can you achieve this?

A. Configure a custom field and use field based permissions to set the field to be non-editable to planners
B. Configure a custom field and set the field to read-only
C. Configure a custom field and use field-based permissions to set the field to be hidden from planners
D. Configure a custom field and set the field to be reportable

Correct Answer: C
Section:

QUESTION 25
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?

A. Check the Hire Date field to see if the employee started at least 2 years ago
B. Check if the Event Reason is New Hire and the effective date is 2 years ago
C. Use the effective date from Job Info to check if the employee has been in this position for more than 2 years
D. Add help text to the Lump Sum field to notify planners only to use the field for eligible employees

Correct Answer: A
Section:

QUESTION 26
You create a test user data tile <UDF) for use with a compensation template. The template uses the Second Manager hierarchy. The CEO is head of both hierarchies In the user record of the CEO what values would you use for the MANAGER and SECOND_MANAGER columns?

A. MANAGER blank
B. SECOND.MANAGER blank
C. MANAGER NO.MANAGER SECOND.MANAGER blank
D. MANAGER NO.MANAGER SECOND.MANAGER NO MANAGER MANAGER blank
E. SECOND.MANAGER NO.MANAGER

Correct Answer: C
Section:

QUESTION 27
A customer wants to display a block of text on the compensation statement only if the merit increase percentage is greater than 10%.How would you proceed?

A. Configure a nevr percent field with a formula within the compensation template and add this field to the statement template Use this field in the conoitional logic
B. Duplicate the standard merit field and select the Show percent only radio button Add this field to the statement template and use it for the conditional logic
C. Configure an adjustment field to duplicate the merit field and select the Show percent only radio button Add this field to the statement template and use it for the condiional logic.

D. Use conditional logic in the statement to only display the paragraph if merit is greater than 10

Correct Answer: A
Section:

QUESTION 28
Your customer would Ike the Reward team to be able to override the final salary of the employee by directly entering in the final amount in Executive Review.However, they want to make sure that this is only posstole during the last week of the planning cycle.How can you achieve this?

A. Create a custom editable Money field and use custom validation to check that values are not entered until the correct date
B. Create a custom read-only Money field and change read-only to No on the correct date.
C. Create a custom editable Money field In the formula to calculate the final salary, use the dateDIffO function to determine if the custom column can override the calculated value
D. Create a custom editable Money field with field-based permissions set to read-only Change the permissions to editable on the correct date

Correct Answer: D
Section:

QUESTION 29
Your client wants to restrict entry into the Lump Sum field to only members of the reward team.How can you achieve this?

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

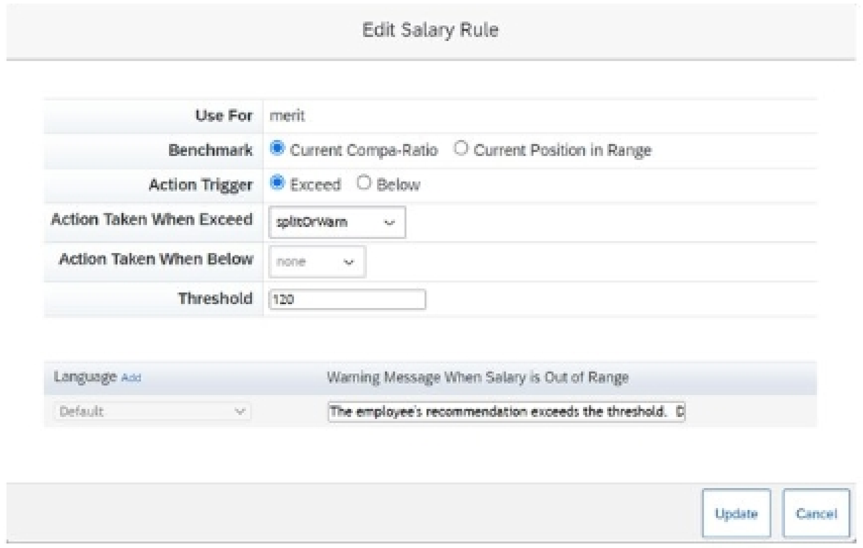
Correct Answer: D
Section:

QUESTION 30
Which report can aggregate compensation details from multiple plans?Note There are 2 correct answers to this question

A. Executive Review
B. Online Report Designer
C. Ad Hoc report
D. Aggregate export

Correct Answer: A, D
Section:

QUESTION 31
You configure the following salary rule in the compensation plan template,see Image.



How does the system behave?

A. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum*The planner CANNOT save the merit increase by selecting Cancel in the pop-up message
B. The rule alerts the planner that the range penetration threshold has been exceeded and the merit field text turns red*The planner can save the merit recommendation.
C. The rule prevents the planner from saving the merit increase*The planner must go back and change their merit recommendation.
D. A pop-up message asks the planner if the exceeded amount should be assigned to Lump Sum*The planner can save the merit recommendation by selecting Cancel in the pop-up message

Correct Answer: D
Section:

QUESTION 32
What happens when a mass change violates the guideline hard stops?

A. Guideline hard stops will be skipped
B. Employees' recommendations will be skipped
C. Guideline will adjust on a pro rata basis
D. Employees are brought to max of range

Correct Answer: D
Section:

QUESTION 33
Your customer has the requirement where both sales and non-sales employees are included on a single compensation template. However, only sales employees are eligible for a lump sum award How can you configure a single standard compensation statement template to ensure that just sales employees have a Lump Sum item displayed on their letter?

A. You can hide the Lump Sum column on the compensation worksheet using Field-Based Permissions If the column is hidden on the worksheet, it won t appear on the statement
B. You can include the Lump Sum item in the statement template and set a condition on its display so that it will only be shown if it is greater than 0
C. You can include the Lump Sum item in the statement template and put a disclaimer in the signature section alerting non-sales employees that that item pertains only to sales employees

Correct Answer: B
Section:

QUESTION 34
You cannot do this with a single statement template a second template must be created to include this item and statement groups used to assign the templates appropriately.Which of the following permissions are required

to be able to use Executive Review offline edit to download modify and upload buk changes?Note There are 3 correct answers to this question.

A. The user needs the Executive Review - Edit permission
B. The user needs the Executive Review - Mass Action permission
C. The user needs the Executive Review - Import permission.
D. The user needs the Executive Review - Export permission
E. The user needs the Ad Hoc Reports for the Compensation Planning domain permission

Correct Answer: A, C, D
Section:

QUESTION 35
When generating compensation statements, you notice that only the number is appearing for the rating, not the text. How can you correct this?

A. Update your Rating Label Format to show the text
B. Add help text to the PM Rating field
C. Update the field-based permissions for the PM Rating field
D. Create a custom column referencing a lookup table to pull in the text

Correct Answer: C
Section:

QUESTION 36
What are the valid hierarchy types available when selecting the Method of Planner in Compensation?Note There are 3 correct answers to this question.

A. Standard Suite hierarchy
B. Standard Suite hierarchy (including Inactives)
C. Compensation hierarchy (Second Manager)
D. Rollup hierarchy (including Inactives)
E. HR Manager hierarchy

Correct Answer: A, C, D
Section:

QUESTION 37
Your client has a requirement for the salary process where the approval workflow should have the following main steps.1.Manager makes recommendations/2.Next Level Manager approves the recommendations but CANNOT send the form back for changes/3.Third level manager reviews the approval and CAN send the form back to the Next Level Manager for changes.How can you set up the system to meet this requirement?

A. In the route map assign the third step to EMM and use the Out of Turn Access option under Advanced Options
B. In the route map use an Iterative step as the third step with EM as the Entry User and EMM as the Exit User.
C. In the route map use a Collaboration step as the third step with EM as the Entry User and EMM as the Exit User
D. In the route map use a Collaboration step as the third step with EM as the Entry User and EMM as the Exit User

Correct Answer: C
Section:

QUESTION 38

Your EC-integrated template has an Effective Date of April 1 under Worksheet Settings. Your eligibility rule states that only grade 1 employees are eligible for compensation. On March 1 an employee is grade 1. but on April 15 they are promoted to grade 2 On April 16 you run Update all worksheets with the checkbox 'Update worksheet to reflect any employee s eligibility changes selected.What happens on the worksheet for this employee?

A. The employee remains on the worksheet but their planning fields reset to default values
B. The employee remains on the worksheet but becomes grayed out.
C. The employee Is removed from the worksheet
D. The employee remains eligible for planning with no changes.

Correct Answer: D
Section:

QUESTION 39
Your customer wants the guidelines for an employee's merit recommendation to be prorated based on the employee's date of last hire The date of last hire is different than the employee's original hire date.How can you fulfill this requirement?

A. Use raise proration and import a proration factor in the RAISE_PRORATING column
B. Use salary proration and import the employee s last hire date in the SALARY_PRORATING_START_DATE column.
C. Use salary proration and set the review start date equal to the employees last hire date
D. Use raise proration and import the employee s last hire date in the RA1SE_PRORATING_START_DATE column

Correct Answer: C
Section:

QUESTION 40
Your customer has two pay components, with IDs SALARY_US and SALARY_UK. that are used for employees' base salary in their respective countries They want to plan for all employees on a single worksheet using the employees' periodic salary NOT the annual value.What is the best way to accomplish this?

A. Create two custom columns and map each to the pay components Use a third custom column to display whichever is non zero
B. Create two different templates and use eligibility rules to ensure employees appear on the correct one
C. Create a pay component group that includes both pay components and use that for the planning
D. 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 worksheet

Correct Answer: D
Section:

QUESTION 41
Your customer has a compensation plan template with the functional currency USD. The manager s own currency is EUR. The manager's compensation worksheet contains employees who are paid in the following currencies EUR. USD. CHF. and GBP.Which view must you enable to make sure the manager can display the salary of all of their employees in GBP?

A. The IncludeFunclIonalCurrency view
B. The includePlannerCurrency view
C. The include Any Currency view
D. The includeLocalCurrency view

Correct Answer: D
Section:

QUESTION 42
Which information is included in the rollup report?Note There are 2 correct answers to this question

A. The average bonus payout amount
B. The sum of budget and total spend for each division department or location
C. The sum of budget and total spend for each planner in the hierarchy
D. The detail of planning decisions for each employee in the hierarchy

Correct Answer: C, D
Section:

QUESTION 43
In an EC-integrated implementation, which of the following EC elements can be used to map fields?Note There are 3 correct answers to this question.

A. MDF Objects
B. Pay Components
C. Biographical Information
D. Time Off
E. Background Elements

Correct Answer: A, B, C
Section:

QUESTION 44
Your customer has implemented SAP SuccessFactors Employee 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 for all employees regardless of where their employee data sits.What is the recommended approach to this scenario?

A. Create two templates - one with EC integration and one without
B. Create a single non-integrated template export the EC employees and import them via UDF
C. Suggest a phased approach where the non-EC employees become part of the process later as they migrate
D. Create a single EC-integrated template and use the Hybrid Template option.

Correct Answer: D
Section:

QUESTION 45
Your non-EC customer v/ants only users in Pay Grade 1 and 2 to be ineligible for Lump Sum. Pay Grades 3 through 9 are eligible.What can you do to fulfill this requirement?Note. There are 3 correct answers to this question.

A. Start with all employees are eligible In the UDF set the LUMPSUM_ELIGIBLE field to FALSE for Grades 1 and 2. and TRUE for Grades 3 through 9
B. Start with all employees are ineligible Using the legacy eligibility rules engine, create a rule condition that goes through the eligible Pay Grades and makes them eligible for the Lump Sum field
C. Start with all employees are eligible Using the legacy eligibility rules engine create a rule condition that makes the Pay Grades 1 and 2 ineligible for the Lump Sum field
D. Start with all employees are ineligible using the legacy eligibility rules engine, create a rule condition that makes the Pay Grades 1 and 2 ineligible for the Lump Sum field
E. Start with all employees are eligible Using the legacy eligibility rules engine create a rule condition that makes the Pay Grades 3 through 9 eligible for the Lump Sum field

Correct Answer: A, B, C
Section:

QUESTION 46
Your client has a salary template with a performance form attached The Completed Only option is set to No for this template. For this client the Performance forms are assigned in January to all employees for a goal setting process and then remain open for the entire year before getting their final rating in December The Salary forms are launched at the end of December and are open until the following end of January After the salary forms are launched, the Reward team realized that some employees who joined after January 1 do not have performance forms and launches them One of these new hires is rated Good in the performance form. How will this rating appear on the Salary worksheet?

A. Good
B. N/A
C. Too new to rate
D. Unrated

Correct Answer: D
Section:

QUESTION 47
Your customer has an Employee Central integrated template with an effective date of March 1.2023. 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. 2023. with a start date of March 1. 2023 An employee gets promoted on March 5, 2023. which includes a pay grade change.What is the effect on the value that is displayed when the planner opens the worksheet on March 6, 2023?

A. New forms need to be created because an error will be shown
B. The pay grade remains the same as it was when the forms were created
C. The employee becomes ineligible
D. The new pay grade is displayed

Correct Answer: B
Section:

QUESTION 48
What types of custom fields can you use as formula criteria within the guidelines.Note There are 2 correct answers to this question.

A. Percent fields input on the worksheet
B. Date fields uploaded from the User Data File
C. Money fields based on a custom formula calculation
D. String fields based on a custom formula calculation

Correct Answer: A, B
Section:

QUESTION 49
When should you configure a compensation template using the Second Manager hierarchy?.Note There are 2 correct answers to this question.

A. Your customer wants only directors and above to do planning
B. Your customer has more than three manager approval levels in their route map
C. Your customer wants to include HR in their route map
D. Your customer wants someone other than the standard manager to make compensation recommendations

Correct Answer: A, D

Section: