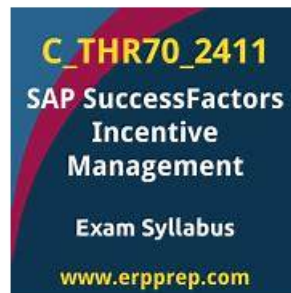


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SAP C_THR70_2411 Exam Syllabus Topics:

| Topic | Details |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none">• Dashboard, Plan Communicator, and Disputes: This section of the exam measures the skills of SAP HR Specialists and covers the use of dashboards, plan communication tools, and dispute management features. It focuses on presenting compensation information and handling employee inquiries. |
| Topic 2 | <ul style="list-style-type: none">• Pipeline and Calculation: This section of the exam measures the skills of Compensation Specialists and covers the compensation calculation process and pipeline management. |
| Topic 3 | <ul style="list-style-type: none">• Compensation Plans and Rules: This section of the exam measures the skills of SAP Compensation Managers and covers the creation and management of compensation plans and associated rules. It focuses on setting up various types of compensation plans and defining calculation rules. |
| Topic 4 | <ul style="list-style-type: none">• Classification and Compensation Elements: This section of the exam measures the skills of SAP HR Specialists and covers the classification of jobs and the definition of compensation elements. It emphasizes creating and managing salary structures and pay components. A skill to be measured is designing compensation structures aligned with organizational needs. |

| | |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 5 | <ul style="list-style-type: none"> • Key Concepts: This section of the exam measures the skills of SAP HR Specialists and covers fundamental principles of SAP SuccessFactors Compensation. It focuses on understanding the core components and terminology used in compensation management. One skill to be measured is defining key compensation terms accurately. |
| Topic 6 | <ul style="list-style-type: none"> • Organization Data: This section of the exam measures the skills of SAP HR Specialists and covers the management of organizational data within the compensation module. It focuses on structuring and maintaining employee and job-related information. |
| Topic 7 | <ul style="list-style-type: none"> • Administration and Security: This section of the exam measures the skills of SAP System Administrators and covers the administrative tasks and security measures within SAP SuccessFactors Compensation. It emphasizes setting up user roles, permissions, and system configurations. A skill to be measured is configuring user access controls effectively. |

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SAP Certified Associate - SAP SuccessFactors Incentive Management Sample Questions (Q35-Q40):

NEW QUESTION # 35

Your compensation plan has three deposits for one of your payees. Deposit 1 has a value of \$2000 with an Earning Code of Hardware Sales and an Earning Group of Commission. Deposit 2 has a value of \$4500 with an Earning Code of Router Sales and an Earning Group of Commission. Deposit 3 has a value of \$8000 with an Earning Code of Sales Bonus and an Earning Group of Quarterly Commissions Bonus. Given this scenario, how many payments would result from these deposits and for what amounts?

- A. Three payments: Payment 1 for \$2000, Payment 2 for \$4500, and Payment 3 for \$8000
- B. One payment for \$14500
- C. Two payments: Payment 1 for \$4500 and Payment 2 for \$10000
- **D. Two payments: Payment 1 for \$6500 and Payment 2 for \$8000**

Answer: D

NEW QUESTION # 36

Which of the following are valid calculation mode types? Note: There are 3 correct answers to this question.

- **A. Specific position**
- **B. All transactions for all positions**
- C. All transactions for new modified positions
- D. Undo post
- **E. Specific position groups**

Answer: A,B,E

NEW QUESTION # 37

Each sales transaction contains the name of the position to be compensated for a sale. Which type of rule would you create to allocate the transaction?

- A. A direct credit rule using pre-assigned transactions.
- B. A direct credit rule that references a Territory.
- **C. An indirect credit rule using pre-assigned transactions.**
- D. An indirect credit rule that references a Territory.

Answer: C

NEW QUESTION # 38

Which of the following are advantages to using compensation elements in rules? Note: There are 3 correct answers to this question.

- **A. They allow the encapsulation of data in distinct objects.**
- B. They can be used to enforce security settings.
- **C. They are effective dated which simplifies change management.**
- D. They allow you to create save advanced queries.
- **E. They have special abilities that allow tasks to be accomplished easily.**

Answer: A,C,E

NEW QUESTION # 39

Which of the following features of SAP Commissions contribute to upholding data privacy regulations? Note: There are 2 correct answers to this question.

- A. Automatically purge customer data.
- **B. Set the retention period for purge jobs.**
- C. Block an individual position from a purge.
- **D. Block an individual participant from a purge.**


Answer: B,D

NEW QUESTION # 40

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