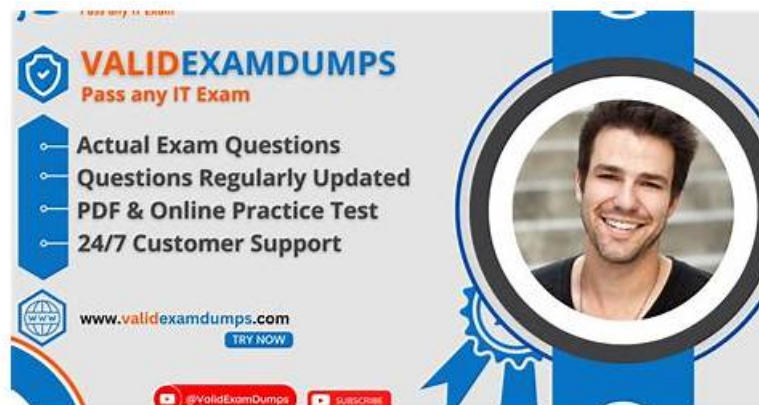


C_THR70_2411 Valid Test Objectives | Exam Questions

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SAP C_THR70_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<ul style="list-style-type: none">• Embedded Analytics: This section of the exam measures the skills of SAP HR Specialists and covers the use of embedded analytics within SAP SuccessFactors Compensation. It emphasizes generating and interpreting compensation-related reports and metrics.
Topic 5	<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 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">• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management Sample Questions (Q52-Q57):

NEW QUESTION # 52

Which of the following are characteristics of a Rate Table? Note: There are 2 correct answers to this question.

- A. The same Rate Table CANNOT be used in multiple rules.
- B. The same Rate Table can be used to calculate both step and straight commissions.
- C. A Rate Table can be used to calculate per-credit or aggregate commissions.
- D. Rate Table CANNOT be built with Fixed Values or Formulas.

Answer: B,C

NEW QUESTION # 53

You are using embedded analytics to give your organization's data analysts insight into your compensation results. You would like to make it easy for your analysts to view these results by displaying business-friendly names for the compensation rules. How can you do this?

- A. Create a custom data model with the business-friendly names to replace the actual rule output names.
- B. Store the business-friendly names in a generic attribute in the compensation rules.
- C. Store the business-friendly names in the Output Name field in the compensation rules.
- D. Store the business-friendly names in the For Reporting field in the compensation rules.

Answer: D

NEW QUESTION # 54

Which options can you set in the System Preferences workspace? Note: There are 3 correct answers to this question.

- A. User Role Permissions
- B. Allow Negative Payments
- C. Prompt Settings
- D. Language Support
- E. Audit Logs Retention

Answer: B,D,E

NEW QUESTION # 55

One of your employees is moving from their position as a sales representative to a position as an account executive on October 1. Their prior position will be filled by a new hire at a later date. How can you manage this change?

- A.
- B.
- C.

- Answer: D**

On which levels can you assign a variable to a compensation element?

- Answer: A**

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