

Demo C_THR70_2505 Test | Exam C_THR70_2505 Bootcamp

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Nghiên cứu các hệ thống tích hợp với Core banking:

1. Bạn thường sử dụng các loại hệ thống tích hợp nào? Liệt kê và mô tả ngắn gọn về chúng.

2. Bạn muốn sử dụng hệ thống tích hợp nào nhất? Tại sao?

3. Theo thực trạng hiện nay, bạn quan ngại vấn đề nào của hệ thống ngân hàng? Tại sao?

Trả lời

Câu 1:

- Tích hợp core banking với NAPAS thông qua chuẩn ISO 8583 / API. Đây là lớp tích hợp cho phép kết nối trực tiếp giữa core banking và hệ thống chuyển mạch tài chính NAPAS. Luồng giao dịch thanh toán thẻ, chuyển khoản 24/7, QR và clearing được truyền và xác thực theo thời gian thực. Việc sử dụng ISO 8583 cho phép đảm bảo tính toàn vẹn message, cấu trúc data field chuẩn hóa và giảm sai lệch dữ liệu trong xử lý liên ngân hàng.

- Middleware/ESB phục vụ điều phối message đến NAPAS. Trong nhiều ngân hàng, lớp tích hợp ESB hoặc API Gateway đóng vai trò routing, transformation và load balancing nhằm giảm áp lực xử lý trực tiếp lên core banking và tránh tình trạng nghẽn giao dịch.

- Hệ thống reconciliation đối soát với NAPAS. Phục vụ đối chiếu file settlement, xử lý tra soát và bù trừ giao dịch, đảm bảo dữ liệu khớp chính xác giữa số cái core và clearing report từ NAPAS. Điều này giúp ngân hàng hạn chế rủi ro kế toán và sai lệch số dư khách hàng.

Câu 2:

- Tối ưu hóa hiệu năng xử lý giao dịch (transaction throughput & latency):

+ Luồng giao dịch kết nối trực tiếp giữa core banking và NAPAS giúp giảm độ trễ (latency) so với mô hình qua nhiều tầng middleware.

+ Message chuẩn ISO 8583 giúp giảm overhead data, tăng tốc độ truyền.

+ Khi kết hợp Gateway middleware, có thể thực hiện load balancing, queue management, giúp hệ thống duy trì throughput ổn định trong giờ cao điểm giao dịch 24/7.

- Chuẩn hóa giao thức tích hợp và nâng cao tính tương thích hệ thống

Trang 1

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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	Organization Data: This section measures the abilities of HR Data Analysts and Organizational Development Specialists in managing and utilizing organizational information relevant to compensation. It involves understanding organizational structures, employee data relationships, and how this data supports accurate compensation processing and reporting.

Topic 2	• Compensation Plans and Rules: This section evaluates the expertise of Compensation Consultants and Payroll Managers in creating and managing compensation plans and the associated business rules. It includes configuring incentive plans, eligibility criteria, calculation rules, and plan lifecycle management to align compensation with organizational goals.
Topic 3	• Embedded Analytics: This domain focuses on the capabilities of HR Analysts and Business Intelligence Specialists to utilize embedded analytics within compensation management. It covers generating insights, analyzing compensation trends, and using data-driven decision-making to optimize compensation strategies.
Topic 4	• Pipeline and Calculation: This domain targets Payroll Specialists and Compensation Calculators with knowledge of the compensation calculation process. It covers the end-to-end pipeline from input data through to final payout calculations, including deductions, adjustments, and validations to ensure accurate compensation processing.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q17-Q22):

NEW QUESTION # 17

Which of the following is a characteristic of Rate Tables?

- A. They depend on selections in the credit rule to make calculations.
- B. They always use attainment as the input.
- **C. They can calculate per-credit or aggregate commissions.**
- D. They can calculate step commissions only.

Answer: C

NEW QUESTION # 18

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 participant from a purge.**
- D. Block an individual position from a purge.

Answer: B,C

NEW QUESTION # 19

Which of the following are best practices regarding effective dates versioning? Note: There are 2 correct answers to this question.

- **A. When a participant leaves a position do NOT end date the position. Instead inactivate it by removing the participant from the position.**
- B. When retiring a position end date it by populating the effective end date with the last day of the position.

- C. Plans plan objects should only be versioned on a leaf period boundary.
- D. Never end date a compensation rule. Instead inactivate it by removing the rule from all compensation plans.

Answer: A,C

NEW QUESTION # 20

You are creating a distribution that sends all sales representatives an updated non-disclosure agreement for the new fiscal year. How would you do this in Plan Communicator?

- A. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected position to Sales Representative.
- B. Create a plan document and set the Form Type to Other. When distributing the document, set the selected title to Sales Representative.
- C. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected title to Sales Representative.
- D. Create a plan document and set the Form Type to Other. When distributing the document, set the selected position to Sales Representative.

Answer: B

NEW QUESTION # 21

How are Rate Tables different from Lookup Tables? Note: There are 2 correct answers to this question.

- A. Rate Tables can be effective dated. Lookup Tables CANNOT be effective dated, but each cell in the matrix can be effective dated.
- B. Rate Tables can be used in any rule. Lookup Tables can be used only in incentive rules.
- C. Rate Tables have a single dimension. Lookup Tables can have more than one dimension.
- D. Rate Tables CANNOT handle step commissions. Lookup Tables can handle step commissions.

Answer: A,C

NEW QUESTION # 22

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