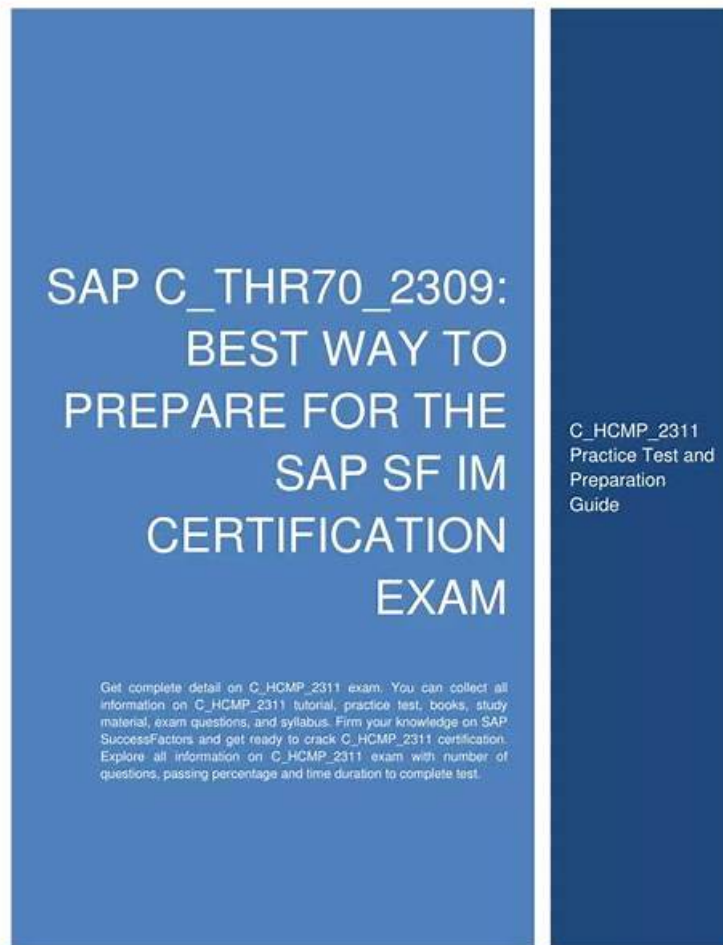


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SAP C_THR70_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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	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	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	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 6	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	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.

SAP Certified Associate - SAP SuccessFactors Incentive Management Sample Questions (Q76-Q81):

NEW QUESTION # 76

Your organization has hired a new compensation administrator who needs the same permissions as the existing team members. A role called Comp Admins with the correct permissions exists in the system.

What must you do to give the new hire the same permissions as the rest of the team?

- A. In SAP SuccessFactors Incentive Management go to the Users workspace create a new user then assign the user to the Comp Admins role.
- B. In SAP SuccessFactors Incentive Management go to the Users workspace create a new user then assign the user to the Comp Admins business unit.
- C. In Incentive Management Portal go to User Administration create a new admin user then assign the user to the Comp Admins role.
- D. In Incentive Management Portal go to User Administration create a new internal user then assign the user to the Comp Admins role.

Answer: A

NEW QUESTION # 77

Which of the following are best practices when working with Variables? Note: There are 2 correct answers to this question.

- A. Always use a Variable in a rule instead of a compensation element.
- B. Always leave the Variable default assignment field empty.
- C. Set a default assignment for all Variables.
- D. Avoid using Variables because they increase processing time.

Answer: A,C

NEW QUESTION # 78

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

Answer: A

NEW QUESTION # 79

What is the purpose of resetting pipeline data?

- A. To clear the data in dashboards
- B. To mark data as reset without deleting it
- C. To remove pipeline data that is no longer required
- D. To re-run the Compensation Pay pipeline for the same period

Answer: B

NEW QUESTION # 80

When creating an incentive rule that calculates a commission that accelerates when a payee reaches 100% attainment which of the following objects should you use to reference the commission rate?

- A. A fixed value
- B. A fixed value variable
- C. A rate table variable
- D. A lookup table

Answer: C

NEW QUESTION # 81

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