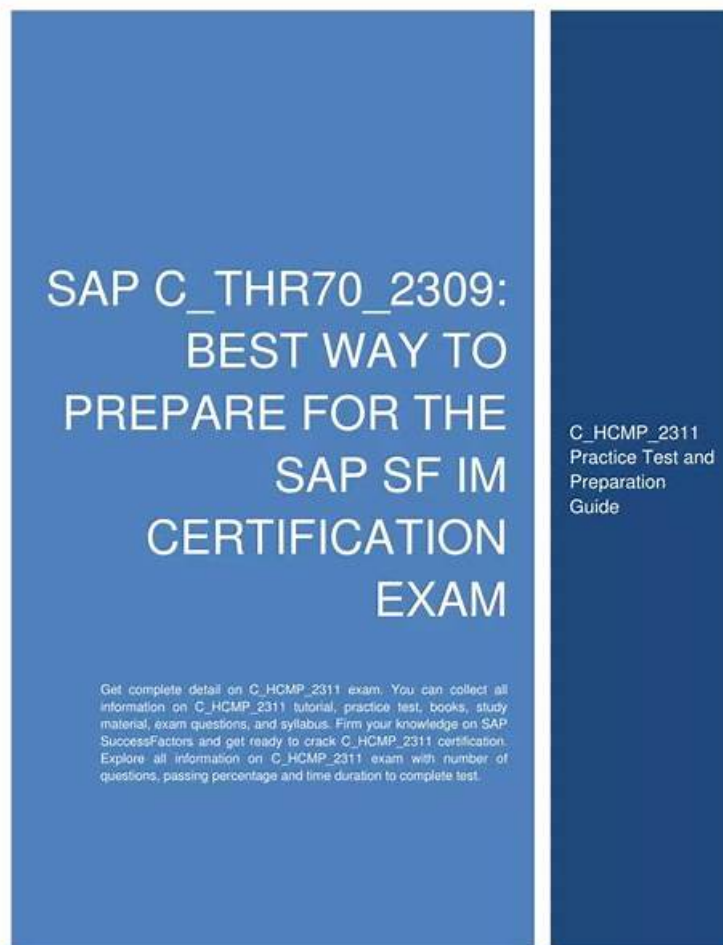


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SAP C-THR70-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	• Pipeline and Calculation: This section of the exam measures the skills of Compensation Specialists and covers the compensation calculation process and pipeline management.
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	• 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.

>>> Exam C-THR70-2411 Outline <<<

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SAP Certified Associate - SAP SuccessFactors Incentive Management Sample Questions (Q25-Q30):

NEW QUESTION # 25

Which of the following is a characteristic of a compensation plan?

- A. It determines how transactions and orders are paid out to participants.
- B. It contains the organizational structure in a hierarchy.
- C. It generates compensation results organized by Business Unit.
- D. It contains the data privacy guidelines for the organization.

Answer: A

NEW QUESTION # 26

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 primary measurement rule that references a territory
- B. A primary measurement rule using preassigned transactions
- C. A direct credit rule that references a territory
- D. A direct credit rule using preassigned transactions

Answer: D

NEW QUESTION # 27

Each sales representative receives 5% on each individual sale up to \$10000. Individual sales over \$10000 and up to \$15000 are paid at 10%. Any individual sales over \$15000 receive 15% commission. Which type of rule should you use to create this compensation structure?

- A. Bonus incentive rule
- B. Indirect credit rule
- C. Per credit incentive rule

- D. Secondary measurement rule

Answer: A

NEW QUESTION # 28

Under which of the following circumstances would you create a rate table instead of a lookup table?

- A. If you need to derive a rate from a formula
- B. If the rate is stored in a field on the position record
- C. If you are using a variable
- **D. If you are using step commission**

Answer: D

NEW QUESTION # 29

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

- **A. A variable can be a placeholder for a lookup table.**
- B. Variable assignments made at title level supersede assignments made at position level.
- C. A variable can be associated with any type of compensation element.
- **D. A variable can be assigned a default value.**

Answer: A,D

NEW QUESTION # 30

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