

SAP C-THR70-2411 Questions Can Help you Pass Exam [2025]



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SAP C-THR70-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• Pipeline and Calculation: This section of the exam measures the skills of Compensation Specialists and covers the compensation calculation process and pipeline management.
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.
Topic 6	• 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 7	• 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 (Q10-Q15):

NEW QUESTION # 10

What is the leaf-level record in a category hierarchy?

- A. Product
- B. Root category
- C. Subcategory
- D. Classifier

Answer: D

NEW QUESTION # 11

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

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

Answer: A,B

NEW QUESTION # 12

What can you use a deposit rule for? Note: There are 2 correct answers to this question.

- A. Classify transaction data by product group.
- B. Aggregate credit amounts over time.
- C. Combine multiple incentives into a single deposit.
- D. Put a hold on all or part of a deposit until a future period.

Answer: C,D

NEW QUESTION # 13

What are some characteristics of a position? Note: There are 2 correct answers to this question.

- A. A position name does NOT have to be unique.
- B. A position CANNOT be reused.
- C. A participant can have multiple positions at a given time.
- D. A position CANNOT have multiple participants at a given time.

Answer: C,D

NEW QUESTION # 14

Which of the following most accurately describes a payee?

- A. An employee or external entity who receives incentive compensation.
- B. The assignment of a participant to a position for a period of time.
- C. A unique job role in an organization.
- D. An entity who is a user in SAP Commissions.

Answer: A

NEW QUESTION # 15

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