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SAP C_THR70_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management Sample Questions (Q81-Q86):

NEW QUESTION # 81

In embedded analytics you wish to create a story that displays transaction data that is viewable by your payees. Each payee will only be allowed to view transactions for which they receive credit.

Which type of data model would you use? Note: There are 2 correct answers to this question.

- **A. Credited Transactions**
- B. Transactions
- C. Uncredited Transactions
- **D. Payee Transactions**

Answer: A,D

NEW QUESTION # 82

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

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

Answer: A,B

NEW QUESTION # 83

You are running Compensate Pay daily but would like to update the data visible in Embedded Analytics only once a week. How would you do this?

- **A. In the Incentive Management Portal - Global Data enable the Enable Released Periods switch. Run Compensate Pay with Update Analytics checked daily. Manually release the period weekly.**
- B. In the Incentive Management Portal - Global Data enable the Enable Released Periods switch. Run Compensate Pay with Update Analytics checked daily. Run Compensate Pay with Update Analytics checked followed by Approve Calculated

Data weekly.

- C. In the Incentive Management Portal - Global Data enable the Approve Calculated Data switch. Run Compensate Pay with Update Analytics checked daily. Run Compensate Pay with Update Analytics checked followed by Approve Calculated Data weekly.
- D. Submit a support ticket to enable Approve Calculated Data in your system. Run Compensate Pay with Update Analytics checked daily. Run Compensate Pay with Update Analytics checked followed by Approve Calculated Data weekly.

Answer: A

NEW QUESTION # 84

What does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- A. The aggregation of credits from transactions
- B. The account to deposit into
- C. The period to make the deposit
- D. The amount of incentive earnings to deposit

Answer: C,D

NEW QUESTION # 85

You have run Compensate Pay notice that one of your payees has a negative amount for the period. Assuming Allow Negative Payments is NOT enabled how will the system manage this amount?

- A. The amount will be stored as a payment will offset the payment for the next period.
- B. The payee will NOT be compensated until the end of the period.
- C. The payee is responsible for reimbursing the organization for the negative amount.
- D. The amount will be stored as a balance will offset the payment for the next period.

Answer: D

NEW QUESTION # 86

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