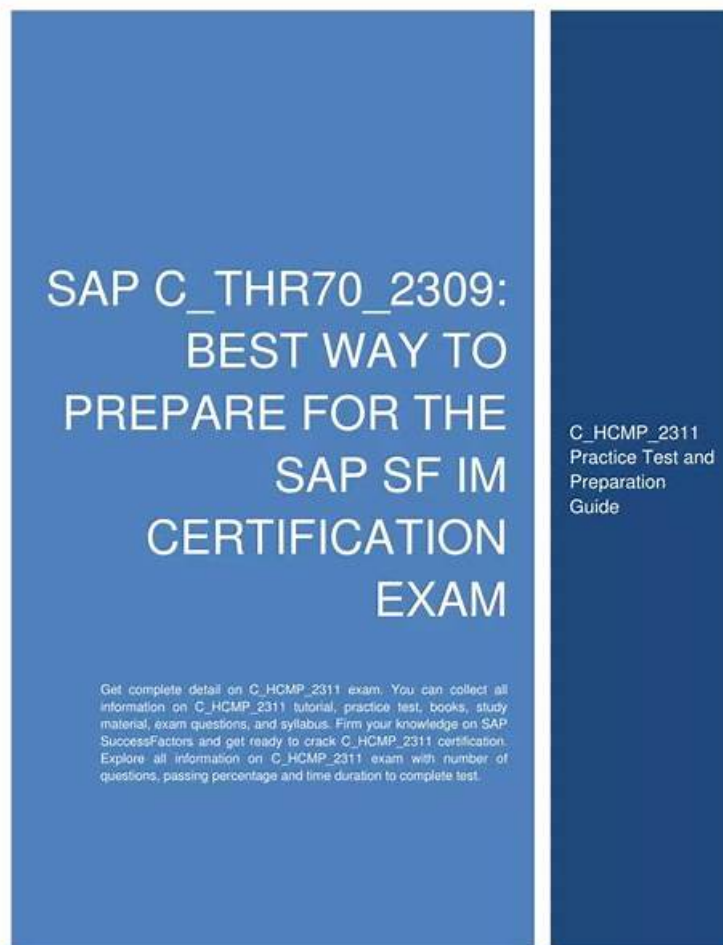


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SAP C-THR70-2411 Exam Syllabus Topics:

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	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 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	• 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 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 (Q77-Q82):

NEW QUESTION # 77

Which of the following can you accomplish within the Customizations workspace? Note: There are 2 correct answers to this question.

- A. Manage and create attributes.
- B. Create additional Classifier Types.
- C. Create Business Units.
- D. Manage and create Variables.

Answer: A,B

NEW QUESTION # 78

Which of the following settings are managed in System Preferences? Note: There are 2 correct answers to this question.

- A. Configure pipeline settings
- B. Add a default currency
- C. Add a locale
- D. Allow users to change a password

Answer: A,C

NEW QUESTION # 79

How are rate tables different from lookup tables? Note: There are 2 correct answers to this question.

- A. Rate tables can be used in any rule. Lookup tables can be used only in incentive rules.
- B. Rate tables can handle step commission. Lookup tables do NOT handle step commission.
- C. Rate tables can have more than one dimension. Lookup tables have a single dimension.
- D. Rate tables have a single dimension. Lookup tables can have more than one dimension.

Answer: B,D

NEW QUESTION # 80

Which of the following describes the difference between a basic deposit rule and a detail deposit rule?

- A. Basic deposit rules are populated from per-credit incentives while detail deposit rules get their values from commission incentives.
- **B. Basic deposit rules get their values from an incentive while detail deposit rules get their values from credits.**
- C. Basic deposit rules are populated from commission incentives while detail deposit rules get their values from per-credit incentives.
- D. Basic deposit rules get their values from credits while detail deposit rules get their values from an incentive.

Answer: B

NEW QUESTION # 81

Which of the following are valid Pipeline mode types? Note: There are 3 correct answers to this question.

- **A. Process all transactions for new and modified positions**
- **B. Specific position**
- C. Reverse all transactions for all positions
- D. Specific Position Groups
- **E. Process all transactions for all positions**

Answer: A,B,E

NEW QUESTION # 82

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