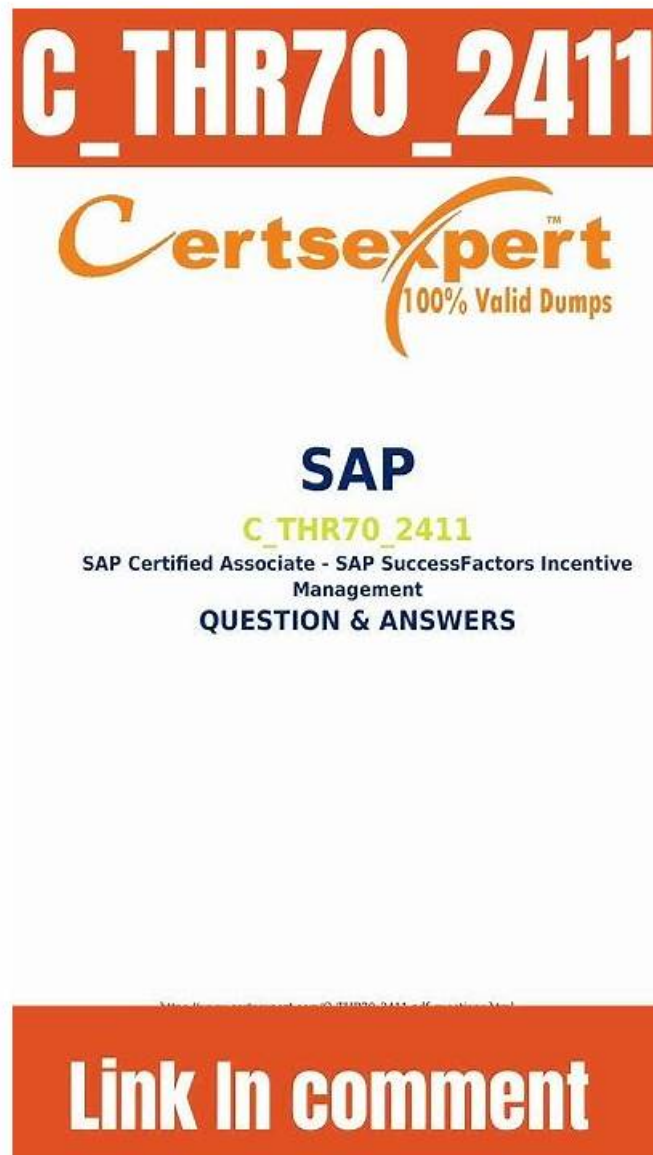


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SAP C_THR70_2411 Exam Syllabus Topics:

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	• Pipeline and Calculation: This section of the exam measures the skills of Compensation Specialists and covers the compensation calculation process and pipeline management.
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	• 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 5	• 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 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	• 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 (Q12-Q17):

NEW QUESTION # 12

Which of the following are features of relationships? Note: There are 3 correct answers to this question.

- A. As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting relationship by default.
- B. Companies use roll relationships to roll deposits from one position to another.
- C. In the Relationships workspace, you CANNOT delete roll types.
- D. A roll relationship is an association of two positions used by SAP Commissions to process rolled values.
- E. In the Relationships workspace, you can create additional roll types and relationships.

Answer: A,B,D

NEW QUESTION # 13

Which options can you set in the System Preferences workspace? Note: There are 3 correct answers to this question.

- **A. Prompt Settings**
- B. Audit Logs Retention
- **C. Calculation Settings**
- **D. Allow Negative Payments**
- E. User Role Permissions

Answer: A,C,D

NEW QUESTION # 14

You have created a credit rule with the output name CO_TSR_SCHW. You would like your sales representatives to see these credits in a dashboard with the name My Sales Credits. How can you do this in the credit rule?

- A. In the Credits section of the credit rule, enter My Sales Credits in the Display Name for Reports field.
- **B. In the Output section of the credit rule, enter My Sales Credits in the Output Name v u field.**
- C. In the Output section of the credit rule, enter My Sales Credits in the Display Name for LJ Reports field.
- D. In the Credits section of the credit rule, enter My Sales Credits in the Output Name field.

Answer: B

NEW QUESTION # 15

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 be effective dated. Lookup Tables CANNOT be effective dated, but each cell in the matrix can be effective dated.**
- **C. Rate Tables have a single dimension. Lookup Tables can have more than one dimension.**
- D. Rate Tables CANNOT handle step commissions. Lookup Tables can handle step commissions.

Answer: B,C

NEW QUESTION # 16

Which of the following are best practices regarding effective dates versioning? Note: There are 2 correct answers to this question.

- **A. Plans plan objects should only be versioned on a leaf period boundary.**
- B. When retiring a position end date it by populating the effective end date with the last day of the position.
- **C. When a participant leaves a position do NOT end date the position. Instead inactivate it by removing the participant from the position.**
- D. Never end date a compensation rule. Instead inactivate it by removing the rule from all compensation plans.

Answer: A,C

NEW QUESTION # 17

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