

# SAP C\_THR70\_2411

**SAP Certified Associate - SAP SuccessFactors Incentive Management**

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# Latest Version: 7.1

## Subjects

1. Administration Security
2. Classification Compensation Elements
3. Pipeline Calculation
4. Organization Data
5. Compensation Plans Rules
6. Embedded Analytics
7. Dashboard Plan Communicator Disputes
8. Key Concepts

**Topic: 1**

**Administration Security**

### Question: 1

You are configuring calculation run preferences for your implementation. Which of the following should you keep in mind? Note: There are 2 correct answers to this question.

- A. A zero value in the Maximum Payment Value Allowed setting indicates there is NO threshold.
- B. If Allow Negative Payments is set to True then balances are carried forward to the next period.
- C. If On DemPosition Processing is set to False all positions including inactive ones are processed.
- D. Log Warnings to Database must be enabled to display errors in the Pipeline workspace.

**Answer: A, C**

**Administration Security**

### Question: 2

Which of the following describes the Automatic Proxy feature? Note: There are 2 correct answers to this question.

- A. It automatically assigns a participant to the same role as another participant.
- B. It enables participants to automatically proxy as a different participant.
- C. It allows a participant to view another participant's dashboards reports.
- D. It enables participants to designate another participant as a proxy.

**Answer: C, D**

**Administration Security**

### Question: 3

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

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

**Answer: A, B, E**

#### Administration Security

### Question: 4

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

- A. Create additional classifier types
- B. Manage create attributes
- C. Manage create variables
- D. Specify if an attribute is required

**Answer: A, B**

#### Administration Security

### Question: 5

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

- A. You CANNOT delete a period once a pipeline has been run for that period.
- B. You can have two rules with the same name as long as they are on different calendars.
- C. Leaf periods on a calendar CANNOT contain gaps or overlap.
- D. Multiple calendars can be used only if processing units are enabled.

**Answer: A, C**

#### Administration Security

## Question: 6

You are running a Compensate Pay pipeline.

What should you keep in mind regarding the selection of a calendar? Note: There are 3 correct answers to this question.

- A. You must specify the business unit NOT the calendar.
- B. If processing units are enabled you must specify the processing unit the calendar.
- C. Pipelines can be run for any level calendar period.
- D. You must specify the calendar to be used.
- E. Pipelines can only be run for leaf-level calendar periods.

**Answer: B, D, E**

### Administration Security

## Question: 7

How does the system behave when the Maximum Payment Value Allowed setting is populated?

- A. The system will NOT generate payments less than or equal to the payment threshold.
- B. The system will NOT generate payments greater than or equal to the payment threshold.
- C. The system will NOT track negative payments as balances once the period is finalized.
- D. The system will NOT generate payments for held deposits until they are released.

**Answer: A**

### Administration Security

## Question: 8

Your organization has hired a new compensation administrator who needs the same permissions as the existing team members. A role called Comp Admins with the correct permissions exists in the system. What must you do to give the new hire the same permissions as the rest of the team?

- A. In Incentive Management Portal go to User Administration create a new admin user then assign the user to the Comp Admins role.
- B. In SAP SuccessFactors Incentive Management go to the Users workspace create a new user then assign the user to the Comp Admins role.
- C. In SAP SuccessFactors Incentive Management go to the Users workspace create a new user then assign the user to the Comp Admins business unit.
- D. In Incentive Management Portal go to User Administration create a new internal user then assign the user to the Comp Admins role.

**Answer: B**

**Administration Security**

**Question: 9**

Which of the following are characteristics of processing units? Note: There are 3 correct answers to this question.

- A. Calculation runs are completed separately for each processing unit.
- B. You can use processing units to process subsets of data.
- C. You can assign only one business unit to each processing unit.
- D. You can delete processing units after a pipeline has been run.
- E. You can create as many processing units as needed.

**Answer: A, B, E**

**Administration Security**

**Question: 10**

Which of the following is used to aggregate deposits into a single payment?

- A. Earning codes
- B. Earning groups
- C. Position groups
- D. Event types

**Answer: B**

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