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Exam : **C-THR70-2404**

Title : SAP Certified Associate - SAP
SuccessFactors Incentive
Management

Vendor : SAP

Version : DEMO

NO.1 You notice that a balance from last month's calculations does NOT show in the current month. How can you prevent this from happening?

- A. Disable Allow Negative Payments under System Preferences.
- B. Enable Allow Negative Payments under Global Settings.
- C. Disable Allow Negative Payments under User Preferences.
- D. Enable Allow Negative Payments in Calculate and Pay.

Answer: A

NO.2 It is the end of the month and you have already run Compensate and Pay. Several additional transactions come through at the last minute. What should you do before you run Post?

- A. Run the pipeline in Incremental Mode.
- B. Run the pipeline in Full Mode.
- C. Leave the transactions for the next month.
- D. Close the period by running Finalize.

Answer: A

NO.3 What objects does the organization data include?

- A. Positions, participants, titles, relationships, and Positions Groups
- B. Fixed Values, Formulas, Lookup Tables, and Rate Tables
- C. Positions, participants, titles, and relationships
- D. Plans, plan wizard, rules, classifiers, and models

Answer: C

NO.4 Which of the following are characteristics of a Rate Table? Note: There are 2 correct answers to this question.

- A. Rate Table CANNOT be built with Fixed Values or Formulas.
- B. A Rate Table can be used to calculate per-credit or aggregate commissions.
- C. The same Rate Table can be used to calculate both step and straight commissions.
- D. The same Rate Table CANNOT be used in multiple rules.

Answer: B,C

NO.5 Which of the following are characteristics of Variables? Note: There are 2 correct answers to this question.

- A. Once a Variable has been created, the Variable's type CANNOT be changed.
- B. Variable assignments made at the position level supersede assignments made at the plan level.
- C. Variable values can include currency, boolean, or string data types.
- D. A Variable can be associated with any type of compensation element.

Answer: A,B

NO.6 For which of the following audiences can you create a dashboard? Note: There are 3 correct answers to this question.

- A. payees with the same position
- B. payees with the same title

- C. payees in the same Business Unit
- D. payees in the organization
- E. payees with the same compensation plan

Answer: A,D,E

NO.7 How are released periods used in dashboard configuration? Note: There are 3 correct answers to this question.

- A. The administrator can release periods based on calendars.
- B. Payees can view dashboards for released periods only.
- C. Both administrators and payees can release periods.
- D. Payees can view results prior to pipeline completion.
- E. The administrator can release periods based on Processing Units.

Answer: A,B,E

NO.8 If a Processing Unit is enabled, which of the following applies? Note: There are 2 correct answers to this question.

- A. You can finalize a group of positions in a single pipeline run.
- B. You must run Compensate and Pay before Classify.
- C. You can post an entire period for multiple Processing Units in a single pipeline run.
- D. You CANNOT finalize an entire period for multiple Processing Units in a single pipeline run.

Answer: A,C