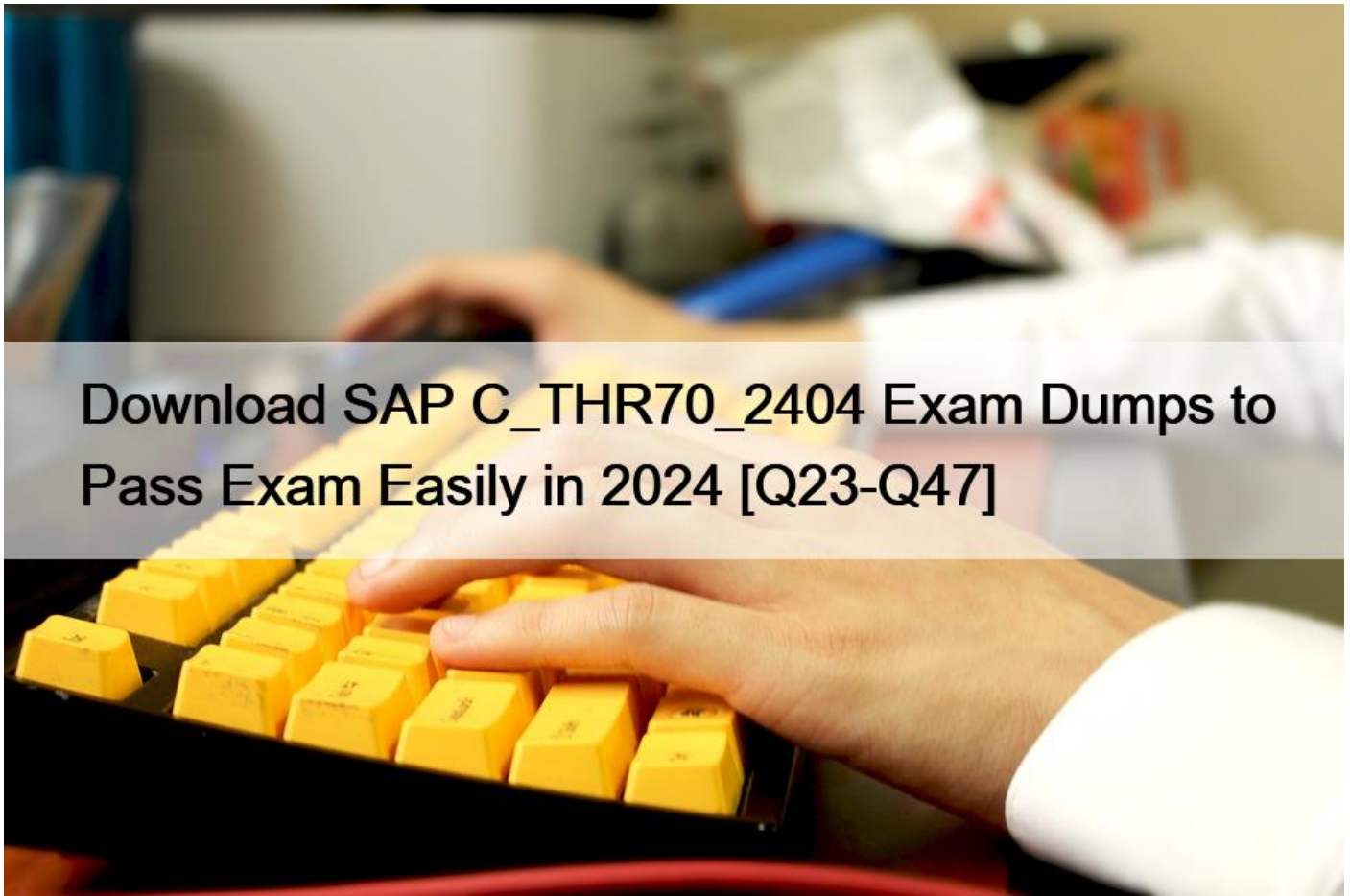


Download SAP C_THR70_2404 Exam Dumps to Pass Exam Easily in 2024 [Q23-Q47]



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SAP C_THR70_2404 Exam Syllabus Topics:

TopicDetailsTopic 1- Classification and Compensation Elements: In this section, the focus is on how to explore the role of the classification hierarchy and how it relates to territories and classification data. Examine different types of compensation elements and discover optimal strategies for their implementation.Topic 2- Pipeline and Calculation: In this section, the focus is on the different phases of the Compensate and Pay sequence within the Pipeline framework.Topic 3- Administration and Security: In this section, the focus is on how to develop proficiency in configuring both system and user settings, with a particular emphasis on establishing robust administration and security protocols.Topic 4- Key Concepts: This section covers how to develop a comprehensive understanding of fundamental principles associated with SAP SuccessFactors Incentive Management.Topic 5- Organization Data: In this section, the focus is on diving into the management of organizational data, focusing on techniques for handling effective dates and implementing versioning to monitor data evolution over time.

NEW QUESTION 23

You wish to prevent balances from being carried to the next period. How can you do this?

- * Enable Allow Negative Payments under Global Settings.
- * Run the calculation with the Reward stage deactivated.
- * Enable Allow Negative Payments under System Preferences.
- * Run the calculation with the Pay stage deactivated.

NEW QUESTION 24

Upon receiving a dispute notification, what options are available to the manager in the dispute form? Note: There are 3 correct answers to this question

- * Request more information regarding the dispute.
- * Create a custom dispute form to address the dispute.
- * Delete the dispute.
- * Approve the dispute.
- * Reject the dispute.

NEW QUESTION 25

What are some best practices when creating a participant? Note: There are 3 correct answers to this question.

- * Determine the user name/user ID format before adding participants to the system.
- * With single sign-on, use the position ID used by the company's current systems.
- * End dating participants is always recommended.
- * Use a generic date to represent the end of the participant's employment and use this date in rule instead of the termination date.
- * Do NOT use the participant's name as a user name/user ID.

NEW QUESTION 26

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

- * In the Credits section of the credit rule enter My Sales Credits in the Output Name field.
- * In the Credits section of the credit rule enter My Sales Credits in the Display Name for Reports field.
- * In the Output section of the credit rule enter My Sales Credits in the Display Name for Reports field.
- * In the Output section of the credit rule enter My Sales Credits in the Output Name field.

NEW QUESTION 27

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.

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

NEW QUESTION 28

Which of the following is a characteristic of Rate Tables?

- * They always use attainment as the input.
- * They can calculate step commissions only.
- * They can calculate per-credit or aggregate commissions.
- * They depend on selections in the credit rule to make calculations.

NEW QUESTION 29

What are some characteristics of a position? Note: There are 2 correct answers to this question.

- * A position CANNOT have multiple participants at a given time.
- * A position name does NOT have to be unique.
- * A position CANNOT be reused.
- * A participant can have multiple positions at a given time.

NEW QUESTION 30

Your compensation plan has three deposits for one of your payees.

- * Deposit 1 has a value of \$2000 with an earning code of Hardware Sales an earning group of Commission.
- * Deposit 2 has a value of \$4500 with an earning code of Router Sales an earning group of Commission.
- * Deposit 3 has a value of \$8000 with an earning code of Sales Bonus an earning group of Quarterly Bonus.

Given this scenario how many payments would result from these deposits for what amounts?

- * Three payments: Payment 1 for \$2000 Payment 2 for \$4500 Payment 3 for \$8000
- * One payment for \$14500
- * Two payments: Payment 1 for \$6500 Payment 2 for \$8000
- * Two payments: Payment 1 for \$4500 Payment 2 for \$10000

NEW QUESTION 31

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

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

NEW QUESTION 32

What objects does the Organization Data include?

- * Participants positions titles
- * Positions participants titles relationships position groups
- * Positions participants titles relationships
- * Plans plan wizard rules classifiers models

NEW QUESTION 33

You wish to move a set of new compensation plans from a development environment to production.

What would you do to accomplish this?

- * Export the plan data to a CSV file import the file in the Plans workspace in the production environment.
- * Export the plan data to an XML file run the Import Plan Data pipeline task in the production environment.
- * Export the plan data to an XML file run the Import Data from Stage pipeline task in the production environment.
- * Export the plan data to a CSV file run the Import Plan Data pipeline task in the production environment.

NEW QUESTION 34

A sales representative's compensation plan stipulates that for every transaction the direct manager receives a 2% commission. In addition the regional manager receives a 1% commission on all transactions from all sales representatives' managers within their given region. Which rule type should you use for this relationship?

- * Secondary measurement rule
- * Indirect credit rule
- * Commission incentive rule
- * Direct credit rule

NEW QUESTION 35

Which of the following features of SAP Commissions contribute to upholding data privacy regulations? Note: There are 2 correct answers to this question.

- * Automatically purge customer data.
- * Set the retention period for purge jobs.
- * Block an individual participant from a purge.
- * Block an individual position from a purge.

NEW QUESTION 36

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

- * Business Units control access to Organization Data.
- * You can share reference data across Business Units.
- * Calculation runs are completed separately for each Business Unit.
- * You can assign multiple Business Units to a Processing Unit.

NEW QUESTION 37

What is the purpose of resetting pipeline data?

- * To mark data as reset without deleting it
- * To re-run the Compensation Pay pipeline for the same period
- * To remove pipeline data that is no longer required
- * To clear the data in dashboards

NEW QUESTION 38

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

- * In the Relationships workspace you can create additional roll types relationships.
- * Once created custom roll types CANNOT be deleted.
- * Roll relationships can be used to roll deposits from one position to another.
- * When you designate a manager on a position record in the Positions workspace a reporting relationship is created by default.
- * A roll relationship is an association of two positions used to process rolled values.

NEW QUESTION 39

Your company pays a quarterly bonus one month after the end of each quarter.

How would you configure this in the compensation plan?

- * In the credit rule set the hold type to Hold with Condition. Enter a date function to calculate 1 month from the current date.
- * In the deposit rule set the hold type to Period Type. Select the option to release this deposit 1 month from now.
- * In the deposit rule set the hold type to Hold with Condition. Enter a date function to calculate 1 month from the current date.
- * In the credit rule set the hold type to Period Type. Select the option to release this credit 1 month from now.

NEW QUESTION 40

Your customer requires that inactive participants be purged from the system after one year. Where can you manage this setting?

- * In Sales Performance Home, modify the Data Protection policy under Global Settings.
- * In SAP Commissions, modify the purge settings under System Preferences.
- * In SAP Commissions, modify the Data Protection policy under System Preferences.
- * In Sales Performance Home, modify the Data Privacy policy under General Settings.

NEW QUESTION 41

What does the system do when Payment Threshold is enabled?

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

NEW QUESTION 42

What are some characteristics of a position? Note: There are 2 correct answers to this question.

- * A position CANNOT be reused.
- * A position CANNOT have multiple participants at a given time.
- * A participant can have multiple positions at a given time.
- * A position CANNOT be assigned directly to a plan.

NEW QUESTION 43

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

NEW QUESTION 44

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

- * In the Relationships workspace, you can create additional roll types and relationships.
- * Companies use roll relationships to roll deposits from one position to another.
- * In the Relationships workspace, you CANNOT delete roll types.
- * As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting relationship

by default.

- * A roll relationship is an association of two positions used by SAP Commissions to process rolled values.

NEW QUESTION 45

Your organization runs Compensate and Pay daily. You would like to update the data in your payee dashboards every Sunday night. What would be the best way to do this?

- * Enable Use Approved Calculated Data Only. Schedule Compensate and Pay to run daily. Schedule Purge Approved Data to run Sunday night.
- * Enable Released Periods. Schedule Compensate and Pay to run daily. Schedule Approve Calculated Data to run Sunday night.
- * Enable Released Periods. Schedule Compensate and Pay to run weekly. Schedule Purge Approved Data to run Sunday night.
- * Enable Use Approved Calculated Data Only. Schedule Compensate and Pay to run daily. Schedule Approve Calculated Data to run Sunday night.

NEW QUESTION 46

When creating an incentive rule that calculates a commission that accelerates when a payee reaches

100% attainment which of the following objects should you use to reference the commission rate?

- * A fixed value variable
- * A rate table variable
- * A fixed value
- * A lookup table

NEW QUESTION 47

What is the leaf-level unique identifier in a category hierarchy?

- * Category
- * Classifier
- * Subcategory
- * Root category

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