

# SAP C\_THR70\_2505

**SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics**

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# Latest Version: 7.0

## Subjects

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

**Topic: 1**

**Pipeline and Calculation**

### Question: 1

Before running Post, which of the following is recommended?

- A. Review the Classify stage results to ensure accuracy.
- B. Run Compensate and Pay with Update Analytics to populate dashboards.
- C. Run Compensate and Pay in full mode.
- D. Run the Pay stage for each position group.

**Answer: C**

**Pipeline and Calculation**

### Question: 2

Which of the following are calculated during the Pay stage of the calculation?

- A. Posted balances and finalized balances
- B. Posted payments and posted balances
- C. Trial balances and posted balances
- D. Trial payments and trial balances

**Answer: D**

**Pipeline and Calculation**

### Question: 3

After running Compensate and Pay, you discover that a credit contains the wrong value. You determine the issue is caused by an incorrect value in the transaction. What is the best way to resolve this issue?

- A. Manually adjust the value of the credit and re-run the Allocate stage.
- B. Manually adjust the value of the credit and re-run Compensate and Pay.
- C. Manually adjust the value of the transaction and re-run Compensate and Pay.
- D. Manually adjust the value of the transaction and re-run the Allocate stage.

**Answer: C**

#### Pipeline and Calculation

### Question: 4

What is the purpose of resetting pipeline data?

- A. To remove pipeline data that is no longer required
- B. To mark data as reset without deleting it
- C. To clear the data in dashboards
- D. To re-run the Compensation and Pay pipeline for the same period

**Answer: B**

#### Pipeline and Calculation

### Question: 5

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

- A. Specific position
- B. Specific position groups
- C. New transactions only
- D. All transactions for all positions
- E. All transactions for new and modified positions

**Answer: A, B, D**

#### Pipeline and Calculation

### Question: 6

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- A. Detail deposit rules
- B. Secondary measurement rules
- C. Primary measurement rules
- D. Indirect credit rules
- E. Incentive rules

**Answer: A, B, E**

**Pipeline and Calculation**

**Question: 7**

During which stage of the Compensate and Pay sequence are secondary measurements calculated?

- A. Classify
- B. Pay
- C. Reward
- D. Allocate

**Answer: C**

**Pipeline and Calculation**

**Question: 8**

You have run Compensate and Pay and notice that one of your payees has a negative amount for the period. Assuming Allow Negative Payments is NOT enabled, how will the system manage this amount?

- A. The payee will NOT be compensated until the end of the period.
- B. The amount will be stored as a balance and will offset the payment for the next period.
- C. The payee is responsible for reimbursing the organization for the negative amount.
- D. The amount will be stored as a payment and will offset the payment for the next period.

**Answer: B**

**Pipeline and Calculation**

**Question: 9**

You wish to move a set of new compensation plans from a development environment to production. What would you do to accomplish this?

- A. Export the plan data to an XML file and run the Import Plan Data pipeline task in the production environment.

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

**Answer: A**

#### **Pipeline and Calculation**

### **Question: 10**

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

- A. Run the calculation with the Reward stage deactivated.
- B. Enable Allow Negative Payments under Global Settings.
- C. Run the calculation with the Pay stage deactivated.
- D. Enable Allow Negative Payments under System Preferences.

**Answer: D**

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