SAP Incentive Management Dumps: What to Use Instead? A Revision Handbook with Original Practice Questions

Concept map, revision guide, 24 original exercises, explained answers, mistake analysis and a seven day plan

If you typed SAP Incentive Management Dumps into a search box, you are probably short on time, unsure what the exam will ask, and hoping someone will hand you the answers. That worry is fair. The shortcut is not. Files that claim to hold real exam questions cannot be verified, may have been copied without permission, and are often wrong or out of date. This handbook offers something you can trust instead: original practice exercises, explained answers and a study route you can check for yourself.

Start with the official material. The SAP learning resources describe this learning journey as preparation to implement and administer SAP Incentive Management, create plans and rules, and calculate compensation. Treat that as your source of truth. Use this handbook to practise the reasoning that sits on top of it: how the pieces connect, why a result looks wrong, and what to check first.



How to read this handbook (limits stated up front)

Original exercises only. Every question here was written for learning. None is a leaked, recalled or official exam question, and the set is not an official question bank.

No guarantee. Practice material can show you where you are weak. It cannot promise a pass.

Exam details not verified here. I did not verify exam specifics such as question count, duration, pass mark or the current syllabus weighting for the C_THR70 certification. Confirm them on SAP's official certification page before you plan your time.

What was verified. The concepts below follow SAP's published learning content and course outline for Incentive Management. Where the sources I reviewed were thin, the guide says so.

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1. TL;DR

The short version

Dumps are a poor study tool. You cannot verify them, they may be copied or outdated, and memorised answer letters do not help when wording changes.

Learn the chain. A plan is built from rules that run in order: credit, measurement, incentive, deposit. Most scenario reasoning comes back to that chain.

Know the supporting pieces. Compensation elements and variables feed the rules. The pipeline runs the calculation. Plan Communicator handles documents and disputes. Dashboards and stories support analysis.

Practise by explaining. Attempt each exercise, then explain the answer in your own words before reading the key.

Check current details with SAP. Exam specifications and syllabus details change, so confirm them on SAP's official pages.

2. Why do people search for dumps, and what is the reality?

Learners search for dumps because certification feels high stakes and the syllabus feels wide. The table below separates common beliefs from what holds up under scrutiny.

#	Myth	Fact
1	If I memorise a dump, I will recognise the questions.	Memorised answer letters do not transfer when wording, order or context changes. Understanding why a measurement rule needs credits first lets you answer a question you have never seen.
2	Scenario questions are just harder recall.	Scenarios reward reasoning. In Incentive Management the reasoning usually follows the rule chain: who earns credit, what is measured, what is earned, what is paid.
3	An answer key I found online must be correct.	Unofficial keys can be wrong, written for a different release, or copied with errors. Check any answer against official documentation before you trust it.
4	The syllabus is the same as last year's.	Products and exam versions change. SAP's own course titles even refer to the earlier SAP Commissions name. Confirm the current syllabus and exam details on SAP's official pages.
5	Using leaked questions is harmless.	Copied or leaked exam content may breach the terms candidates accept. Read SAP's current certification policies yourself and avoid the risk.
6	A high practice score guarantees a pass.	No practice set can guarantee a result. Use scores to find weak topics, then go back to the learning content.

3. How does SAP Incentive Management fit together?

Definition: SAP Incentive Management is software for modelling compensation policies and calculating what payees earn. A **compensation plan** is a set of rules that specify how compensation is processed for each position assigned to the plan.

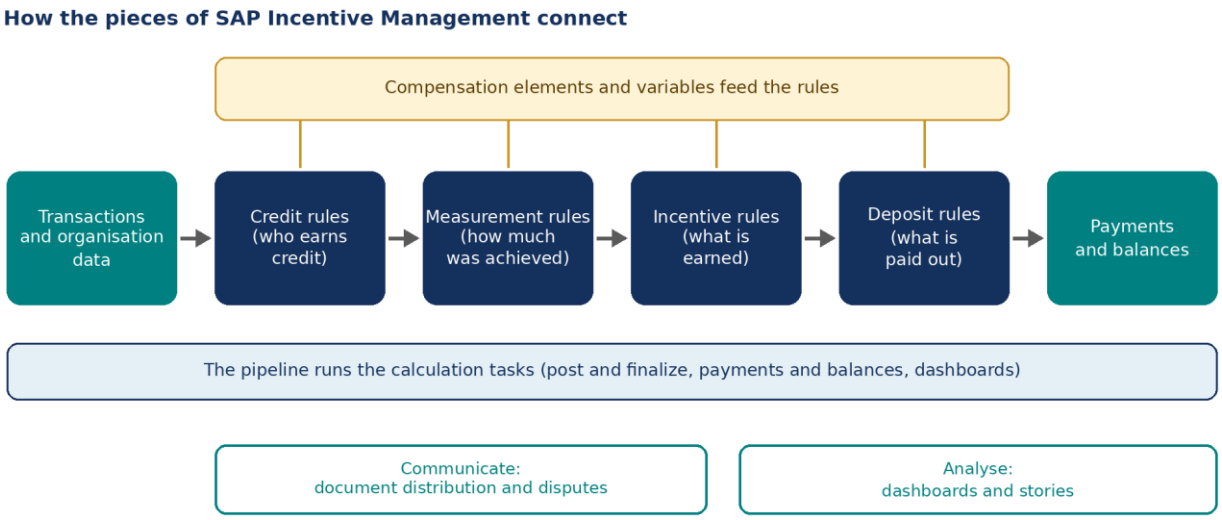


Figure 1. The rule chain and its supporting pieces. Rules run in the order shown.

Rule types compared

Rule type	Question it answers	Works from	Produces
Credit	Who earns credit for this transaction?	Transactions that have been loaded	Credits, labelled with a credit type
Measurement	How much has each position achieved?	Credits (primary) or primary results (secondary)	Primary and secondary measurements
Incentive	What has been earned?	Credits or measurements, depending on the rule	Incentive results, such as a per-credit commission
Deposit	What is carried toward payout?	Earned incentive results	Deposits that feed payments

Easily confused terms

Pair	First term	Second term
Position and title	A position holds information about the unique job that is being compensated.	A title groups similar positions across the organisation, related to job functions.
Primary and secondary measurement	Aggregates credits for each position, optionally limited by a condition or territory.	Builds on a primary measurement for further calculations, such as attainment against a quota or a quarter total.
Compensation element and credit type	A reusable object holding an expression or value that one or more rules can use.	A label that identifies a type of credit and populates the output of a credit rule.
System and user preferences	System preferences apply system-wide settings such as pipeline settings, locales and communications, and affect all users.	User preferences are personal settings and do not change the system for everyone.

4. What should you revise, area by area?

The areas below follow the structure of SAP's learning journey published Incentive Management course outline (organisation data, compensation elements, plans and rules, calculation and results, communication, disputes and analytics). Each area gives a short definition, the points worth knowing, and a self-check prompt.

4.1 Organisation data and effective dates

Definition: Organisation data describes who is compensated and how they sit in the hierarchy, using positions, titles and related structures.

- A position carries information about a unique job being compensated; titles group similar positions.
- SAP's course outline lists versions and effective dates, roll relationships and classification data (including category hierarchies) among the topics.
- Rules calculate against positions, so errors in position assignment surface as odd results later.

Self-check: Can you explain, without notes, why a wrong position assignment can make a correct plan look broken?

4.2 Compensation elements and variables

Definition: Compensation elements are reusable objects that contain an expression or value used in one or more compensation rules.

- Reuse is the point: store a value once and reference it from several rules.
- The course outline also lists variables and assigning variables as part of building plans.
- Credit types are a separate idea: labels that identify types of credit.

Self-check: What goes wrong when the same rate is typed by hand into several rules?

4.3 Plans and rules

Definition: A plan is a set of rules; the rule types are credit, measurement, incentive and deposit, processed in that order.

- All rules share a unique name, an optional description, conditional criteria, an output name and a display name for reports.
- Rules can be created independently in the Rules workspace and added to plans, or created directly inside a plan.
- The Plans Wizard is used to create, edit and copy plans and to add or remove rules.
- Primary measurements aggregate credits per position and can be narrowed with a condition or territory; secondary measurements build on primary results.
- A per-credit commission is one example of an incentive rule.

Self-check: Given a missing result, can you name the first upstream rule you would inspect?

4.4 Data integration

Definition: Data integration covers how transactional and organisational data reach the system so rules have something to calculate.

- The sources I reviewed describe the pipeline as the engine that performs tasks including importing data.
- Stage tables and Research View are listed under the calculation review area for inspecting data and results.

- The sources reviewed give little detail on individual import tasks, so use the official learning content for that depth.

Self-check: If a transaction never produces a credit, which two places would you look first: the data or the rule?

4.5 Calculation process and results

Definition: The pipeline is the engine that runs tasks to calculate compensation, import data, create payments and balances and generate dashboards.

- The course outline lists calculation run preferences, the compensate and pay sequence, and the post and finalize tasks.
- Payments and balances are outputs of the pipeline; administrators can also manually create and adjust transactions, credits and deposits.
- The outline lists creating and running a model, which is a way to explore changes before a live run. Confirm exactly how models behave in the learning content.

Self-check: Can you describe in order what must exist before a payment can be created?

4.6 Communication and disputes

Definition: Plan Communicator lets compensation administrators manage communication with payees through two modules: Document Distribution and Dispute Management.

- Document distribution is used to deliver documents such as plan documents, and the course outline lists creating a distribution with a workflow.
- Dispute Management supports dispute templates; a workflow can enforce approvals and open communication between payee and compensation team.

Self-check: What problem does a dispute workflow solve that an informal email thread does not?

4.7 Analytics

Definition: Analytics turns results into views people can act on, through dashboards and embedded analytics stories.

- The course outline lists creating and publishing a dashboard and creating and managing stories in embedded analytics.
- The pipeline can also generate dashboards, so analytics depends on a successful calculation.

Self-check: Which stage must have run before a dashboard can show current results?

5. Original practice questions

> **Read this first**
>
> These 24 questions are **original learning exercises** written for this handbook. They are not real, recalled, leaked or official exam questions, and they do not represent the format or difficulty of any specific exam.
>
> Cover the answer key, attempt each question, and write a one line reason before you check. Mix: 10 multiple choice, 5 short answer, 5 troubleshooting and 4 mini-scenarios.

Part A: Multiple choice (Q1 to Q10)

Q1. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

A payee's credits have already been allocated. Which rule type adds those credits up to show how much each position has achieved?

- **A.** Deposit rule
- **B.** Credit rule
- **C.** Measurement rule
- **D.** Incentive rule

Q2. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

Which sequence shows the order in which the four rule types are processed?

- **A.** Credit, incentive, measurement, deposit
- **B.** Measurement, credit, incentive, deposit
- **C.** Credit, measurement, incentive, deposit
- **D.** Deposit, credit, measurement, incentive

Q3. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

Which description best fits a compensation element?

- **A.** A reusable object that holds an expression or value used in one or more rules
- **B.** The job a payee is hired to do
- **C.** A label that identifies a type of credit
- **D.** A log produced after a calculation run

Q4. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

Which statement about primary and secondary measurement rules is correct?

- **A.** Secondary measurements allocate credits to payees
- **B.** Both names describe the same rule
- **C.** A primary measurement is calculated from secondary results
- **D.** A secondary measurement builds on a primary measurement for further calculations

Q5. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

What are credit types?

- **A.** Categories of pipeline tasks
- **B.** Labels that identify types of credits and populate the output of a credit rule
- **C.** Kinds of payee dispute
- **D.** Types of organisation position

Q6. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

Which description best fits a title?

- **A.** The record of one unique job that is being compensated
- **B.** The output name of a rule
- **C.** A grouping of similar positions across the organisation, related to job functions
- **D.** A system-wide preference for locales

Q7. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

Which statement best describes the pipeline?

- **A.** The engine that performs tasks to calculate compensation, import data, create payments and balances and generate dashboards
- **B.** A template used to settle payee disputes
- **C.** A fifth rule type that runs after deposit rules
- **D.** A list of the payees in a plan

Q8. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

Plan Communicator contains which two modules?

- **A.** Pipeline and Research View
- **B.** Plans Wizard and Rules Wizard
- **C.** Credit Types and Preferences
- **D.** Document Distribution and Dispute Management

Q9. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

Which statement about system preferences is correct?

- **A.** They apply only to the user who changed them
- **B.** They apply system-wide settings such as pipeline settings, locales and communications, and affect all users
- **C.** They are the same as user preferences
- **D.** They can only change dashboard colours

Q10. MULTIPLE CHOICE | ORIGINAL LEARNING EXERCISE

A team wants quarterly totals of primary measurement results kept for reporting, with no incentive rule involved. Which is the best fit?

- **A.** A credit rule
- **B.** A deposit rule
- **C.** A secondary measurement rule
- **D.** A dispute template

Part B: Short answer (Q11 to Q15)

Q11. SHORT ANSWER | ORIGINAL LEARNING EXERCISE

In one sentence, define a compensation plan.

Q12. SHORT ANSWER | ORIGINAL LEARNING EXERCISE

Name the four rule types in processing order and give each a one line job description.

Q13. SHORT ANSWER | ORIGINAL LEARNING EXERCISE

Why does rule order matter in a compensation plan? Answer in two sentences or fewer.

Q14. SHORT ANSWER | ORIGINAL LEARNING EXERCISE

Give two ways Dispute Management helps administrators and payees handle compensation disputes.

Q15. SHORT ANSWER | ORIGINAL LEARNING EXERCISE

Name two ways to narrow what a primary measurement rule aggregates, and give one reason you might do so.

Part C: Troubleshooting (Q16 to Q20)

Q16. TROUBLESHOOTING | ORIGINAL LEARNING EXERCISE

Transactions have loaded and a credit rule is producing credits with the credit type Services Revenue. A measurement rule is set to aggregate credits with the credit type Product Revenue. The payee's measurement shows zero. Diagnose the most likely cause and the fix.

Q17. TROUBLESHOOTING | ORIGINAL LEARNING EXERCISE

A payee shows credits and measurements, but no incentive result. The incentive rule was created independently in the Rules workspace. What is the most likely oversight, and how do you correct it?

Q18. TROUBLESHOOTING | ORIGINAL LEARNING EXERCISE

A commission rate is typed by hand into six rules. The rate changes, an administrator edits four of them, and results become inconsistent across payees. What design change prevents this, and what should be checked after making it?

Q19. TROUBLESHOOTING | ORIGINAL LEARNING EXERCISE

Payees email questions about payments to a shared inbox, approvals are untracked, and nobody can see the status of a case. Which feature addresses this, and what should be configured?

Q20. TROUBLESHOOTING | ORIGINAL LEARNING EXERCISE

An administrator wants to explore the effect of a plan change before it touches live results. Which capability listed in SAP's course outline is relevant, and what should the administrator confirm before relying on it?

Part D: Mini-scenarios (Q21 to Q24)

Q21. MINI-SCENARIO | ORIGINAL LEARNING EXERCISE

A company wants to (a) allocate product revenue credits to reps, (b) total those credits per rep, (c) express attainment as a percentage of a quota, and (d) pay a per-credit commission. List the rule types you would use, in processing order, and what each does.

Q22. MINI-SCENARIO | ORIGINAL LEARNING EXERCISE

A company has one credit rule for product sales and one for services sales. It wants separate totals for each. How many measurement rules would you create, and how would each know which credits to aggregate?

Q23. MINI-SCENARIO | ORIGINAL LEARNING EXERCISE

A rep is promoted mid-year into a different job. Which organisation data concepts should an administrator check first so that earlier and later periods calculate against the right setup?

Q24. MINI-SCENARIO | ORIGINAL LEARNING EXERCISE

At period end, payees must receive their plan document through a managed process and leadership wants a visual summary of results. Which two capabilities would you use, and what must have happened before the visual summary is meaningful?

6. Answer key with explanations

Every answer below includes the reasoning. For multiple choice items, the tempting wrong choices are explained too. If your reasoning differed from the key even when your letter was right, treat the question as missed.

Part A: Multiple choice

Q1 Answer: C. Measurement rule

Reasoning: Primary measurement rules aggregate credits for each position, which is how achievement is measured.

Why the other choices tempt: The credit rule creates the credits rather than totalling them. The incentive rule works out what is earned. The deposit rule sits later in the chain.

Q2 Answer: C. Credit, measurement, incentive, deposit

Reasoning: SAP's course content states that rules are processed in order, starting with credit rules, then measurement rules, and so on.

Why the other choices tempt: The other sequences put a rule before the output it depends on, such as measuring before any credits exist.

Q3 Answer: A. A reusable object that holds an expression or value

Reasoning: Compensation elements are reusable objects that contain an expression or value used by one or more rules.

Why the other choices tempt: The job a payee holds is a position. A label for credits is a credit type. A run log is not a compensation element.

Q4 Answer: D. A secondary measurement builds on a primary measurement

Reasoning: Secondary measurements perform additional calculations based on the primary measurement, for example dividing a primary result by a quota to give a percentage.

Why the other choices tempt: Credit allocation belongs to credit rules. The two are not the same rule. The dependency runs from secondary to primary, not the other way.

Q5 Answer: B. Labels that identify types of credits

Reasoning: Credit types are labels used to identify types of credits and to populate the output of a credit rule.

Why the other choices tempt: Pipeline tasks, disputes and positions each have their own concepts; none of them are credit types.

Q6 Answer: C. A grouping of similar positions

Reasoning: Titles group similar positions across the organisation, related to job functions.

Why the other choices tempt: Option A describes a position, which is a very common mix-up. Output names and locale preferences belong to other concepts.

Q7 Answer: A. The engine that performs calculation tasks

Reasoning: The pipeline is described as the engine that calculates compensation, imports data, creates payments and balances and generates dashboards.

Why the other choices tempt: A dispute template belongs to Dispute Management. The pipeline is not a rule type, and it is not a list of payees.

Q8 Answer: D. Document Distribution and Dispute Management

Reasoning: Plan Communicator includes exactly these two modules for communicating with payees.

Why the other choices tempt: The other pairs name unrelated tools or workspaces such as Plans Wizard, Rules Wizard and Research View.

Q9 Answer: B. System-wide settings that affect all users

Reasoning: System preferences apply system-wide settings such as pipeline settings, locales and communications, and unlike user preferences they affect all users.

Why the other choices tempt: Saying they affect only the person who changed them describes user-level behaviour. They are not the same screen or purpose.

Q10 Answer: C. A secondary measurement rule

Reasoning: Secondary measurements are useful for compensation amounts without an incentive rule and for preserving a result for reporting, and can aggregate primary measurements for a quarter or year.

Why the other choices tempt: A credit rule allocates credit. A deposit rule relates to payout. A dispute template is for handling disputes.

Part B: Short answer

Q11 Model answer

Reasoning: A compensation plan is a set of rules that specify how compensation is processed for each position assigned to the plan. Full marks need the idea of rules plus positions, not just a vague statement about paying people.

Q12 Model answer

Reasoning: Credit rules allocate credits to payees. Measurement rules aggregate credits to measure achievement. Incentive rules work out what is earned, for example a per-credit commission. Deposit rules carry earned amounts toward payout. The order matters because each depends on the previous output.

Q13 Model answer

Reasoning: Rules are processed in order, starting with credit rules and then measurement rules, so each rule can use the output of the one before. A measurement rule cannot total credits that have not been created yet.

Q14 Model answer

Reasoning: Administrators can configure dispute templates, and a workflow can enforce approvals. The workflow also provides open communication between the payee and the compensation team, which makes cases easier to track than ad hoc email.

Q15 Model answer

Reasoning: A condition or a territory can be added to restrict which credits are aggregated. You might do this to create separate measurements for product revenue credits and services revenue credits.

Part C: Troubleshooting

Q16 Model answer

Reasoning: The credit types do not match. The measurement rule only aggregates Product Revenue credits, while the credit rule produces Services Revenue credits, so nothing is aggregated. Align the credit rule output or the measurement condition. Also confirm the position is assigned to the plan.

Q17 Model answer

Reasoning: The rule was created independently but was never added to the plan, so the plan does not run it. Add the rule to the plan (for example in the Plans Wizard, which adds and removes rules) and rerun the calculation.

Q18 Model answer

Reasoning: Store the rate once in a compensation element and reference it from each rule. After the change, check every rule that previously held a hand-typed value, because any one left behind will keep producing the old result.

Q19 Model answer

Reasoning: Dispute Management in Plan Communicator. Configure a dispute template and a workflow that enforces approvals and keeps payee and compensation team communication in one place.

Q20 Model answer

Reasoning: Creating and running a model appears in SAP's course outline as a way to try changes. Before relying on it, the administrator should confirm in the official learning content what a model does and does not affect.

Part D: Mini-scenarios

Q21 Model answer

Reasoning: (1) Credit rule: allocate product revenue credits, using a credit type label. (2) Primary measurement rule: aggregate those credits per rep. (3) Secondary measurement rule: divide the primary result by the quota and express it as a percentage. (4) Incentive rule: a per-credit commission. A deposit rule would then carry earned amounts toward payout. The order follows the processing order of the rule types.

Q22 Model answer

Reasoning: Two measurement rules, one per credit type. Each uses a condition so it aggregates only credits of its own type, which gives separate totals for product and services.

Q23 Model answer

Reasoning: Check the position and its title for the rep, and the versions and effective dates on those assignments. Effective dating decides which setup applies to each period, so the dates matter as much as the new job itself.

Q24 Model answer

Reasoning: Use Document Distribution (with a workflow) for the plan document and a dashboard for the visual summary. The pipeline must have calculated results first, because the dashboard shows what the calculation produced.

7. Why do wrong answers look right?

Most wrong answers are not random. They are close to something true. Use this table to spot your own pattern after you check the key.

Common slip	Why it feels right	How to correct it
Choosing credit rule when the question is about totals (Q1)	Credits are the most visible output, so the credit rule feels like the centre of the plan.	Ask which verb the question uses: allocate points to credit, aggregate or total points to measurement.
Reordering the rules (Q2)	Incentive sounds like the main event, so it feels like it should come early.	Read the chain as a pipeline of dependencies: you cannot measure or reward what has not been credited.
Mixing up position and title (Q6)	Both describe a job, and both appear in the same hierarchy.	Position is the unique job being compensated; title groups similar positions.
Treating secondary measurement as optional detail (Q4, Q10)	Primary measurement already seems to give the answer.	Secondary measurements build further results from primary ones, such as attainment or quarter totals.
Blaming the data first (Q16, Q17)	Missing results feel like missing data.	Walk the chain from the rule upstream of the missing result: is the output there, is the label matching, is the rule in the plan?
Hand-typing repeated values (Q18)	It is quick and the rate looks simple.	Prefer a reusable compensation element so one change is made once.
Trusting a remembered answer letter	It feels familiar, so it feels correct.	Explain the reasoning in one sentence. If you cannot, treat the item as unlearned.
Confusing system and user preferences (Q9)	Both are called preferences.	System preferences affect all users; user preferences are personal.

8. A seven day revision plan

This plan assumes about one to two focused hours a day. Adjust it to your own schedule and always work from SAP's official learning content alongside this handbook.

Day	Focus	What to do	Output
1	Concept map and organisation data	Study sections 3 and 4.1. Redraw Figure 1 from memory. Review positions, titles and effective dates in the official learning content.	Your own diagram
2	Compensation elements and variables	Study section 4.2. Attempt Q3, Q5 and Q18 before reading the key.	Three written explanations
3	Rule chain	Study section 4.3. Attempt Q1, Q2, Q4, Q11 to Q13 and Q21 to Q22.	A rule chain for one example plan
4	Calculation and results	Study sections 4.4 and 4.5. Attempt Q7, Q16 and Q20.	A checklist for a wrong result
5	Disputes, communication and analytics	Study sections 4.6 and 4.7. Attempt Q8, Q14, Q19 and Q24.	One paragraph on each module
6	Mixed practice	Retry every question you missed, then rewrite two answers from memory.	A short list of weak topics

Day	Focus	What to do	Output
7	Review and readiness	Work through section 7, complete the checklist in section 9, and confirm current exam details on SAP's official certification page.	A signed-off checklist

9. Am I ready? A self-assessment checklist

Tick an item only if you could explain it aloud to a colleague without notes.

☐ I can define a compensation plan and name the four rule types in order.

☐ I can say what each rule type takes in and produces.

☐ I can explain primary versus secondary measurements with one example.

☐ I can explain what a compensation element is and why reuse helps.

☐ I can tell a position from a title, and a credit type from a compensation element.

☐ I can describe what the pipeline does and what comes out of it.

☐ I can walk upstream from a missing result to find the cause.

☐ I know the two Plan Communicator modules and what each is for.

☐ I can explain what a dispute workflow adds.

☐ I know where dashboards and stories fit after a calculation.

☐ I have checked current exam details directly with SAP.

☐ I have reviewed every question I missed and can explain the correct reasoning.

10. Frequently asked questions

Are dumps a good way to prepare for SAP Incentive Management?

No. You cannot verify their accuracy or origin, they may be outdated, and memorising answers does not build the reasoning you need. Official learning content plus original practice is safer and more effective.

Are the questions in this handbook real exam questions?

No. All 24 are original learning exercises written for this handbook. They are not leaked, recalled or official, and they do not guarantee a pass.

How many questions are on the exam, and what is the pass mark?

I have not verified those details here. Check SAP's official certification page for the current exam specification before you plan your time.

What should I study first?

The rule chain: credit, measurement, incentive and deposit rules in processing order. Then add compensation elements, the pipeline, communication, disputes and analytics.

Is SAP Incentive Management the same as SAP Commissions?

SAP's course titles describe SAP Incentive Management as formerly known as SAP Commissions, and some course titles use the SuccessFactors name. Expect to see more than one name in study material.

How should I use this handbook with the SAP course?

Study a topic in the official content first, then attempt the matching questions here without looking at the key, and finally explain each answer in your own words.

Good preparation is honest preparation. Use official material as your base, use these exercises to test your reasoning, and revisit every question you missed until you can explain it. This handbook was prepared as an independent learning aid by The Exam Questions, and it is not affiliated with or endorsed by SAP.