

SAP C-THR70-2505 Questions 2026 - All Subjects Covered



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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	Key Concepts: This section of the exam measures skills of Compensation Analysts and HR Specialists and covers fundamental ideas related to compensation management. It introduces key terminology, principles, and high-level concepts vital to understanding how compensation programs are structured and administered within an organization. Candidates become familiar with basic compensation frameworks and their strategic roles.
Topic 2	Administration and Security: This domain targets HR Administrators and Security Officers focusing on the management and safeguarding of compensation data. It covers how to administer compensation systems securely, apply user permissions, enforce policies, and maintain data integrity and confidentiality within compensation management platforms, ensuring compliance with organizational security standards.
Topic 3	Embedded Analytics: This domain focuses on the capabilities of HR Analysts and Business Intelligence Specialists to utilize embedded analytics within compensation management. It covers generating insights, analyzing compensation trends, and using data-driven decision-making to optimize compensation strategies.

Topic 4	• Classification and Compensation Elements: This domain assesses skills of Job Classification Specialists and Pay Structure Analysts related to defining and managing classification schemas and various compensation elements. Candidates learn how to establish job grades, salary ranges, and compensation components critical to designing competitive and equitable pay models.
Topic 5	• Organization Data: This section measures the abilities of HR Data Analysts and Organizational Development Specialists in managing and utilizing organizational information relevant to compensation. It involves understanding organizational structures, employee data relationships, and how this data supports accurate compensation processing and reporting.
Topic 6	• Compensation Plans and Rules: This section evaluates the expertise of Compensation Consultants and Payroll Managers in creating and managing compensation plans and the associated business rules. It includes configuring incentive plans, eligibility criteria, calculation rules, and plan lifecycle management to align compensation with organizational goals.
Topic 7	• Pipeline and Calculation: This domain targets Payroll Specialists and Compensation Calculators with knowledge of the compensation calculation process. It covers the end-to-end pipeline from input data through to final payout calculations, including deductions, adjustments, and validations to ensure accurate compensation processing.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q48-Q53):

NEW QUESTION # 48

Which of the following are period-based and must be associated with a calendar? Note: There are 2 correct answers to this question.

- A. User Roles
- B. Event Types
- C. Payments and Balances
- D. Results Data

Answer: C,D

NEW QUESTION # 49

For which account can you set up and manage specific default preferences?

- A. Any user for which you are a proxy
- B. Any user account in the system
- C. The administrator account only
- D. Your user account only

Answer: D

NEW QUESTION # 50

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

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

Answer: A,C,E

NEW QUESTION # 51

Which of the following pipeline runs creates a new dataset that can be viewed in dashboards?

- A. Validate and Transfer
- B. Approve Calculated Data
- C. Purge Approved Data
- D. Reset Data

Answer: B

NEW QUESTION # 52

You are creating a distribution that sends all sales representatives an updated non-disclosure agreement for the new fiscal year. How would you do this in Plan Communicator?

- A. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected position to Sales Representative.
- B. Create a plan document and set the Form Type to Other. When distributing the document, set the selected title to Sales Representative.
- C. Create a plan document and set the Form Type to Other. When distributing the document, set the selected position to Sales Representative.
- D. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected title to Sales Representative.

Answer: B

NEW QUESTION # 53

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