

Vce SAP C_THR70_2505 Format & New C_THR70_2505 Test Preparation



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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • 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 2	<ul style="list-style-type: none"> • 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.
Topic 3	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q27-Q32):

NEW QUESTION # 27

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

- **A. Process all transactions for all positions**
- B. Reverse all transactions for all positions
- **C. Specific position**
- D. Specific Position Groups
- **E. Process all transactions for new and modified positions**

Answer: A,C,E

NEW QUESTION # 28

Which of the following does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- **A. The period to make the deposit**
- B. The aggregation of credits from transactions
- **C. The amount of earnings to deposit**
- D. Which payee gets credit for a deposit

Answer: A,C

NEW QUESTION # 29

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

- A. In the Relationships workspace, you can create additional roll types and relationships.
- **B. A roll relationship is an association of two positions used by SAP Commissions to process rolled values.**
- C. In the Relationships workspace, you CANNOT delete roll types.
- **D. Companies use roll relationships to roll deposits from one position to another.**
- **E. As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting relationship by default.**

Answer: B,D,E

NEW QUESTION # 30

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

- **A. They are used to identify credits by product or sale type.**
- B. They are used in credits to define Territories.
- **C. They are a required field on the credit output.**
- D. They are an optional field within the system.

Answer: A,C

NEW QUESTION # 31

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

- A. Dashboards can contain up to 15 widgets.
- **B. Dashboards can display past and futures dates.**
- C. Dashboards do NOT use effective dates.
- **D. Dashboards can be created for custom calendars.**

Answer: B,D

NEW QUESTION # 32

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