

Hot Latest C_THR70_2505 Version Pass Certify | Latest C_THR70_2505 Exam Prep: SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics



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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Dashboard, Plan Communicator, and Disputes: This section measures skills of Compensation Administrators and Employee Relations Specialists in using dashboards and communication tools to manage compensation plans. Candidates learn to leverage visual reporting, communicate plan details effectively, and handle disputes or appeals related to compensation outcomes.
Topic 2	<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.
Topic 3	<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 4	<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 5	<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 6	<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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q11-Q16):

NEW QUESTION # 11

Before running the Post-Calculation stage, which of the following is recommended? Note: There are 2 correct answers to this question.

- A. Review the verbose log files.
- **B. Review the Classify stage results to ensure accuracy.**
- **C. Run the Finalize stage to prevent compensation from being paid.**
- D. Run Compensate and Pay in full mode.

Answer: B,C

NEW QUESTION # 12

Which of the following stages make up the Compensate and Pay sequence of the pipeline?

- A. Classify, Allocate, Pay, and Post
- B. Classify, Allocate, Reward, and Post
- C. Reward, Pay, Post, and Finalize
- **D. Classify, Allocate, Reward, and Pay**

Answer: D

NEW QUESTION # 13

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

Answer: A

NEW QUESTION # 14

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

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

Answer: A,B,E

NEW QUESTION # 15

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 # 16

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