

C_THR70_2505 Latest Test Simulations - Instant C_THR70_2505 Download



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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"> 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 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"> 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 5	<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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q35-Q40):

NEW QUESTION # 35

If a Processing Unit is enabled, which of the following applies? Note: There are 2 correct answers to this question.

- A. You CANNOT finalize an entire period for multiple Processing Units in a single pipeline run.
- B. You can post an entire period for multiple Processing Units in a single pipeline run.
- C. You can finalize a group of positions in a single pipeline run.
- D. You must run Compensate and Pay before Classify.

Answer: B,C

NEW QUESTION # 36

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

Answer: A

NEW QUESTION # 37

What objects does the organization data include?

- A. Fixed Values, Formulas, Lookup Tables, and Rate Tables
- B. Plans, plan wizard, rules, classifiers, and models
- C. Positions, participants, titles, and relationships
- D. Positions, participants, titles, relationships, and Positions Groups

Answer: C

NEW QUESTION # 38

One of your employees is moving from their position as a sales representative to a position as an account executive on October 1. Their prior position will be filled by a new hire at a later date. How can you manage this change?

- A.
- B.
- C.
- **D.**

Answer: D

NEW QUESTION # 39

How does the system behave when the Minimum Payment Threshold setting is populated?

- A. The pipeline will NOT generate payments for held deposits until they are released.
- B. The pipeline will NOT track negative payments as balances once the period is finalized.
- C. The pipeline will NOT generate payments greater than or equal to the payment threshold.
- **D. The pipeline will NOT generate payments less than or equal to the payment threshold.**

Answer: D

NEW QUESTION # 40

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