準備充分的C-THR70-2505在線題庫和資格考試中的領先供應平臺&更新的C-THR70-2505：SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics

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SAP C-THR70-2505 考試大綱：

主題	簡介
主題 1	• 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.
主題 2	• 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.

主題 3	• 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.
主題 4	• 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.
主題 5	• 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.

>> C-THR70-2505在線題庫 <<

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最新的 SAP Certified Associate C-THR70-2505 免費考試真題 (Q69-Q74):

問題 #69
Which of the following are best practices regarding effective dates and versioning? Note: There are 2 correct answers to this question.

- A. When retiring a position, end date it by populating the effective end date with the last day of the position.
- B. Plans and plan objects should only be versioned on a leaf period boundary.
- C. Never end date a compensation rule. Instead, inactivate it by removing the rule from all compensation plans.
- D. When a participant leaves a position, do NOT end date the position. Instead, inactivate it by removing the participant from the position.

答案：B,D

問題 #70
You are using embedded analytics to give your organization's data analysts insight into your compensation results. You would like to make it easy for your analysts to view these results by displaying business-friendly names for the compensation rules.
How can you do this?

- A. Create a custom data model with the business-friendly names to replace the actual rule output names.
- B. Store the business-friendly names in a generic attribute in the compensation rules.
- C. Store the business-friendly names in the Output Name field in the compensation rules.
- D. Store the business-friendly names in the For Reporting field in the compensation rules.

答案：D

問題 #71
Which of the following are calculated during the Pay stage of the calculation?

- A. Trial balances and posted balances
- B. Posted payments and posted balances
- C. Trial payments and trial balances
- D. Posted balances and finalized balances

答案：C

問題 #72
Each sales representative receives a 5% commission on total sales up to $10000. Total Sales over $10000 and up to $15000 are paid at 10%. Total sales over $15000 receive a 15% commission.
How would you configure this in a compensation plan?

- A. Create a basic incentive rule with a rate table using a straight rate.
- B. Create a direct credit rule with a rate table using a stepped rate.
- C. Create a direct credit rule with a rate table using a straight rate.
- D. Create a basic incentive rule with a rate table using a stepped rate.

答案：D

問題 #73
Which of the following can be configured under the Data Protection Policy section of Global Settings? Note: There are 3 correct answers to this question.

- A. Purge Frequency in Days
- B. Retention Period for Purge Jobs
- C. Purge Now
- D. Block User Purge
- E. Download Personal Data

答案：A,B,C

問題 #74
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