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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q57-Q62):

NEW QUESTION # 57

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 # 58

What objects does the organization data include?

- **A. Positions, participants, titles, and relationships**
- B. Positions, participants, titles, relationships, and position groups
- C. Participants, positions, and titles
- D. Plans, plan wizard, rules, classifiers, and models

Answer: A

NEW QUESTION # 59

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

- **A. You CANNOT delete a period once a Pipeline has been run for that period.**
- B. You can change the dates of a period after a Pipeline has been run without causing a disconnect in the results.
- C. You can have two rules with the same name, as long as they are on different Calendars.
- **D. Leaf periods on a Calendar CANNOT contain gaps or overlap.**

Answer: A,D

NEW QUESTION # 60

Which compensation plan rule uses the output of the measurement rule and objects such as Fixed Values or Lookup Tables to generate a commission output?

- A. Per-credit incentive rule
- B. Basic deposit rule
- C. Primary measurement rule
- D. Basic incentive rule

Answer: D

NEW QUESTION # 61

What are some best practices when creating a participant? Note: There are 3 correct answers to this question.

- A. End dating participants is always recommended.
- B. With single sign-on, use the position ID used by the company's current systems.
- C. Do NOT use the participant's name as a user name/user ID.
- D. Use a generic date to represent the end of the participant's employment and use this date in rule instead of the termination date.
- E. Determine the user name/user ID format before adding participants to the system.

Answer: B,D,E

NEW QUESTION # 62

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