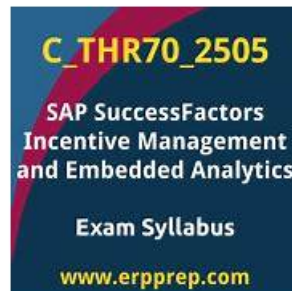


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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 (Q23-Q28):

NEW QUESTION # 23

Which of the following are the unique identifiers for a transaction?

- A. Order ID, line number, and event type
- B. Order ID, line number, subline number, and compensation date
- **C. Order ID, line number, subline number, and event type**
- D. Order ID, line number, subline number, and credit type

Answer: C

NEW QUESTION # 24

In embedded analytics, you wish to create a story that displays transaction data that is viewable by your payees. Each payee will only be allowed to view transactions for which they receive credit.

Which type of data model would you use? Note: There are 2 correct answers to this question.

- A. Transactions
- B. Uncredited Transactions
- **C. Payee Transactions**
- **D. Credited Transactions**

Answer: C,D

NEW QUESTION # 25

Which of the following features of SAP Commissions contribute to upholding data privacy regulations? Note: There are 2 correct answers to this question.

- A. Automatically purge customer data.
- B. Block an individual position from a purge.
- **C. Block an individual participant from a purge.**
- **D. Set the retention period for purge jobs.**

Answer: C,D

NEW QUESTION # 26

A sales representative's compensation plan stipulates that for every transaction, the direct manager receives a 2% commission. In addition, the regional manager receives a 1% commission on all transactions from all sales representatives and managers within their given region. Which rule type should you use for this relationship?

- A. Commission incentive rule
- B. Secondary measurement rule
- C. Direct credit rule
- **D. Indirect credit rule**

Answer: D

NEW QUESTION # 27

Which of the following are calculated during the Pay stage of the calculation?

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

Answer: A

NEW QUESTION # 28

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