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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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	• 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 5	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q53-Q58):

NEW QUESTION # 53
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 credit and re-run the Allocate stage.
- B. Manually adjust the value of the transaction and re-run the Allocate stage.
- C. Manually adjust the value of the transaction and re-run Compensate and Pay.
- D. Manually adjust the value of the credit and re-run Compensate and Pay.

Answer: C

NEW QUESTION # 54
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. Download Personal Data
- B. Block User Purge
- C. Purge Frequency in Days
- D. Purge Now
- E. Retention Period for Purge Jobs

Answer: C,D,E

NEW QUESTION # 55
In embedded analytics, one set of users should be able to create new stories and edit new stories, but should NOT create folders or share stories with other users.How would you set up permissions for these users?

- A. Assign the users to a group with Creator permission.
- B. Assign the users to a group with Viewer permission.
- C. Assign the users to a group with Authenticated permission.

- D. Assign the users to a group with Author permission.

Answer: D

NEW QUESTION # 56
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 # 57
When creating an incentive rule that calculates a commission that accelerates when a payee reaches 100% attainment, which of the following objects should you use to reference the commission rate?

- A. A lookup table
- B. A fixed value
- C. A rate table variable
- D. A fixed value variable

Answer: C

NEW QUESTION # 58
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