

C-THR70-2505 Valid Real Test, C-THR70-2505 Test Simulator Free



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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">• 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 3	<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 4	<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 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.
Topic 6	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q46-Q51):

NEW QUESTION # 46

Your organization runs Compensate and Pay daily. You would like to update the data in your payee dashboards every Sunday night. What would be the best way to do this?

- A. Enable Use Approved Calculated Data Only.Schedule Compensate and Pay to run daily.Schedule Approve Calculated Data to run Sunday night.
- B. Enable Use Approved Calculated Data Only.Schedule Compensate and Pay to run daily.Schedule Purge Approved Data to run Sunday night.
- C. Enable Released Periods.Schedule Compensate and Pay to run weekly. Schedule Purge Approved Data to run Sunday night.
- **D. Enable Released Periods.Schedule Compensate and Pay to run daily.Schedule Approve Calculated Data to run Sunday night.**

Answer: D

NEW QUESTION # 47

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- **A. Incentive**
- **B. Secondary measurement**
- C. Credit
- D. Primary measurement
- **E. Deposit**

Answer: A,B,E

NEW QUESTION # 48

Which of the following can you do in a deposit rule? Note: There are 2 correct answers to this question.

- A. Aggregate credit amounts over time
- **B. Put a hold on a deposit until a future period**
- **C. Assign an earning group**
- D. Prorate a payout for a bonus

Answer: B,C

NEW QUESTION # 49

Which of the following should be created as a participant? Note: There are 3 correct answers to this question.

- A. A compensation administrator user
- **B. A report developer who does NOT need to view published reports**
- C. A member of the finance team who approves compensation plans
- **D. An internal sales rep**
- **E. An external firm that is compensated for sales activity**

Answer: B,D,E

NEW QUESTION # 50

Which of the following are features of relationships? Note: There are 3 correct answers to this question.

- **A. Companies use roll relationships to roll deposits from one position to another.**
- **B. As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting relationship by default.**
- C. In the Relationships workspace, you CANNOT delete roll types.
- **D. A roll relationship is an association of two positions used by SAP Commissions to process rolled values.**
- E. In the Relationships workspace, you can create additional roll types and relationships.

Answer: A,B,D

NEW QUESTION # 51

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