

# Accurate C\_THR70\_2505 Study Material | Reliable C\_THR70\_2505: SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics

**OCR**  
Oxford Cambridge and RSA

**Tuesday 10 June 2025 – Morning**

**A Level Chemistry B (Salters)**

**H433/01 Fundamentals of Chemistry**

**Time allowed: 2 hours 15 minutes**

**You must have:**

- the Data Sheet for Chemistry B

**You can use:**

- a scientific or graphical calculator
- an HB pencil

Please write clearly in black ink. Do not write in the barcodes.

Centre number       Candidate number

First name(s)

Last name

**INSTRUCTIONS**

- Use black ink. You can use an HB pencil, but only for graphs and diagrams.
- Write your answer to each question in the space provided. If you need extra space use the lined page at the end of this booklet. The question numbers must be clearly shown.
- Answer **all** the questions.
- Where appropriate, your answer should be supported with working. Marks might be given for using a correct method, even if your answer is wrong.

**INFORMATION**

- The total mark for this paper is **110**.
- The marks for each question are shown in brackets [ ].
- Quality of extended response will be assessed in questions marked with an asterisk (\*).
- This document has **28** pages.

**ADVICE**

- Read each question carefully before you start your answer.

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## SAP C\_THR70\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Compensation Plans and Rules:</b> 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• <b>Pipeline and Calculation:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Embedded Analytics:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Classification and Compensation Elements:</b> 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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q47-Q52):

### NEW QUESTION # 47

Which of the following is a characteristic of a compensation plan?

- A. It generates compensation results organized by Business Unit.
- B. It contains the data privacy guidelines for the organization.
- **C. It determines how transactions and orders are paid out to participants.**
- D. It contains the organizational structure in a hierarchy.

**Answer: C**

### NEW QUESTION # 48

Which of the following describes the Automatic Proxy feature? Note: There are 2 correct answers to this question.

- **A. It allows a participant to view another participant's dashboards and reports.**
- B. It automatically assigns a participant to the same role as another participant.
- C. It enables participants to automatically proxy as a different participant.
- **D. It enables participants to designate another participant as a proxy.**

**Answer: A,D**

### NEW QUESTION # 49

You wish to prevent balances from being carried to the next period. How can you do this?

- A. Enable Allow Negative Payments under Global Settings.
- **B. Enable Allow Negative Payments under System Preferences.**
- C. Run the calculation with the Reward stage deactivated.
- D. Run the calculation with the Pay stage deactivated.

**Answer: B**

#### NEW QUESTION # 50

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

**Answer: B**

#### NEW QUESTION # 51

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

- **A. Incentive rules**
- B. Primary measurement rules
- C. Indirect credit rules
- **D. Detail deposit rules**
- **E. Secondary measurement rules**

**Answer: A,D,E**

#### NEW QUESTION # 52

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