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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Compensation Plans and Rules: 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.
Topic 2	• 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	• 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 4	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q72-Q77):

NEW QUESTION # 72
For which of the following audiences can you create a dashboard? Note: There are 3 correct answers to this question.

- A. All payees in the same business unit
- B. All payees in the organization
- C. All payees with the same calendar
- D. All payees with the same title
- E. All payees with the same compensation plan

Answer: B,D,E

NEW QUESTION # 73
One of your account executives has been promoted, and a new account executive has been hired starting March 1. The new account executive will be in training and orientation for the first month, and you would like the original account executive to continue receiving credits until April 1. How would you configure this?

- A.
- B.
- C.
- D.

Answer: A

NEW QUESTION # 74
Which of the following pipeline runs creates a new dataset that can be viewed in dashboards?

- A. Reset Data
- B. Approve Calculated Data
- C. Purge Approved Data
- D. Validate and Transfer

Answer: B

NEW QUESTION # 75

What is a best practice regarding rolling results data?

- A. Use a Variable any time you create a roll relationship.
- B. Roll at the direct credit level.
- C. Create multiple plans with a variety of formulas to roll results data.
- D. Roll at the measurement or incentive level.

Answer: B

NEW QUESTION # 76

Before running the Post-Calculation stage, which of the following is recommended? Note: There are 2 correct answers to this question.

- A. Review the verbose log files.
- B. Review the Classify stage results to ensure accuracy.
- C. Run the Finalize stage to prevent compensation from being paid.
- D. Run Compensate and Pay in full mode.

Answer: B,C

NEW QUESTION # 77

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