

Vce C_THR70_2505 File - C_THR70_2505 Test Questions Answers



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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">• 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 3	<ul style="list-style-type: none">• 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.

Topic 4	<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 5	<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 6	<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 (Q32-Q37):

NEW QUESTION # 32

Which of the following are best practices when working with Variables? Note: There are 2 correct answers to this question.

- A. Set a default assignment for all Variables.
- B. Always leave the Variable default assignment field empty.
- C. Always use a Variable in a rule instead of a compensation element.
- D. Avoid using Variables because they increase processing time.

Answer: A,C

NEW QUESTION # 33

Which of the following can you accomplish within the Customizations workspace? Note: There are 2 correct answers to this question.

- A. Create additional Classifier Types.
- B. Create Business Units.
- C. Manage and create Variables.
- D. Manage and create attributes.

Answer: A,D

NEW QUESTION # 34

Which options can you set in the System Preferences workspace? Note: There are 3 correct answers to this question.

- A. Audit Logs Retention

- B. Allow Negative Payments
- C. Prompt Settings
- D. User Role Permissions
- E. Language Support

Answer: A,B,E

NEW QUESTION # 35

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 Rate Table
- B. A Rate Table Variable
- C. A Fixed Value Variable
- D. A Fixed Value

Answer: A

NEW QUESTION # 36

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

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


Answer: B,D,E

NEW QUESTION # 37

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