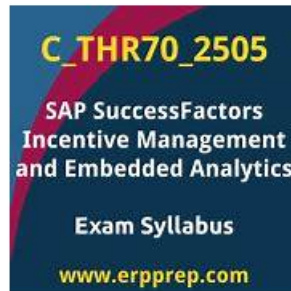


Exam SAP C-THR70-2505 Simulator Fee - Exam C-THR70-2505 Syllabus



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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.
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"> • 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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q45-Q50):

NEW QUESTION # 45

After running Compensate and Pay, you discover 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. Modify the credit rule and re-run Compensate and Pay.
- B. Manually adjust the value of the transaction and re-run Compensate and Pay.
- C. Manually adjust the value of the credit and re-run Compensate and Pay.
- **D. Modify the Territory used in the credit rule and re-run Compensate and Pay.**

Answer: D

NEW QUESTION # 46

What is the leaf-level unique identifier in a category hierarchy?

- A. Classifier
- **B. Root category**
- C. Category
- D. Subcategory

Answer: B

NEW QUESTION # 47

One of your payees has locked themselves out of their system.
How can you unlock their account?

- A. In the Incentive Management Portal, go to User Administration and search for the user. Move the Is Locked switch to the off position.
- B. In the Incentive Management Portal, go to the Participants workspace and search for the payee's record. Move the Is Locked switch to the off position.
- **C. In SAP SuccessFactors Incentive Management, go to Security > Users and search for the user. Move the Is Locked switch to the off position.**
- D. In SAP SuccessFactors Incentive Management, go to the Participants workspace and search for the payee's record. Move the Is Locked switch to the off position.

Answer: C

NEW QUESTION # 48

Which of the following most accurately describes a payee?

- A. The assignment of a participant to a position for a period of time
- B. A unique job role in an organization
- **C. A recipient of the payments generated by the system**
- D. A business user who can create and maintain plans and rules

Answer: C

NEW QUESTION # 49

Which of the following stages make up the Compensate and Pay sequence of the pipeline?

- A. Classify, Allocate, Reward, and Post
- B. Reward, Pay, Post, and Finalize
- C. Classify, Allocate, Pay, and Post
- **D. Classify, Allocate, Reward, and Pay**









Answer: D

NEW QUESTION # 50

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