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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q11-Q16):

NEW QUESTION # 11

Which of the following tasks can be completed in the Customizations workspace?

- A. Rename a Position Group.
- B. **Create additional classifier types.**
- C. Make an attribute required.
- D. Add a locale.

Answer: B

NEW QUESTION # 12

Upon receiving a dispute notification, what options are available to the manager in the dispute form? Note: There are 3 correct answers to this question

- A. Approve the dispute.
- B. Reject the dispute.
- C. Create a custom dispute form to address the dispute.
- D. Delete the dispute.
- E. Request more information regarding the dispute.

Answer: A,B,E

NEW QUESTION # 13

Which of the following tasks can be performed by a payee? Note: There are 2 correct answers to this question.

- A. Create a dashboard
- B. View compensation plans and rules
- C. Accept a compensation plan
- D. Raise a compensation dispute

Answer: C,D

NEW QUESTION # 14

What is the purpose of resetting pipeline data?

- A. To clear the data in dashboards
- B. To re-run the Compensation and Pay pipeline for the same period
- C. To remove pipeline data that is no longer required
- D. To mark data as reset without deleting it

Answer: D

NEW QUESTION # 15

What objects does the organization data include?

- A. Positions, participants, titles, relationships, and Positions Groups
- B. Fixed Values, Formulas, Lookup Tables, and Rate Tables
- C. Plans, plan wizard, rules, classifiers, and models
- D. Positions, participants, titles, and relationships

Answer: D

NEW QUESTION # 16

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