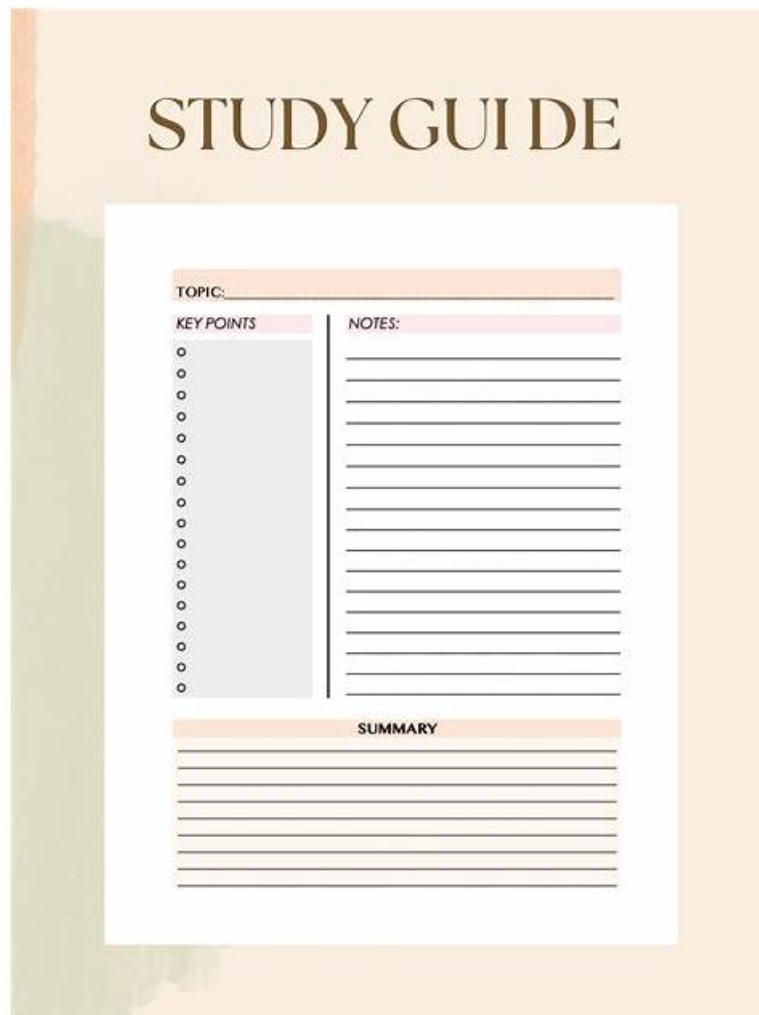


# Study Guide C-THR70-2505 Pdf & Pdf C-THR70-2505 Files



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## SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• <b>Administration and Security:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Organization Data:</b> 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.</li> </ul>
Topic 5	<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 6	<ul style="list-style-type: none"> <li>• <b>Dashboard, Plan Communicator, and Disputes:</b> 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.</li> </ul>
Topic 7	<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>

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## SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q23-Q28):

### NEW QUESTION # 23

For which objects can you create a Variable? Note: There are 3 correct answers to this question.

- A. Rate Table
- B. Classifier
- C. Lookup Table
- D. Territory
- E. Formula

**Answer: A,C,D**

### NEW QUESTION # 24

What objects does the organization data include?

- A. Plans, plan wizard, rules, classifiers, and models
- B. Positions, participants, titles, relationships, and position groups
- C. Participants, positions, and titles

- D. Positions, participants, titles, and relationships

**Answer: D**

#### NEW QUESTION # 25

In embedded analytics, you wish to create a story that displays transaction data that is viewable by your payees. Each payee will only be allowed to view transactions for which they receive credit.

Which type of data model would you use? Note: There are 2 correct answers to this question.

- A. Transactions
- B. Credited Transactions
- C. Payee Transactions
- D. Uncredited Transactions

**Answer: B,C**

#### NEW QUESTION # 26

What is the purpose of a classification rule?

- A. To define the details of the category hierarchy
- B. To organize products into categories
- C. To match fields on classifier records with fields on transactions
- D. To match fields on classifier records with assigned Variables

**Answer: C**

#### NEW QUESTION # 27

What is the purpose of a primary measurement rule?

- A. To aggregate a position assignment's credits
- B. To allocate classified transaction data
- C. To calculate monthly attainment
- D. To determine the deposit amount

**Answer: A**

#### NEW QUESTION # 28

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