

New Guide C-THR70-2505 Files | C-THR70-2505 Valid Study Guide



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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">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	<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 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.
Topic 5	<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 6	<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 7	<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 (Q48-Q53):

NEW QUESTION # 48

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

- A. Run Compensate and Pay.
- B. Submit a dispute.**
- C. Create a dashboard.
- D. Accept a compensation plan.**

Answer: B,D

NEW QUESTION # 49

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

Answer: B

NEW QUESTION # 50

Which of the following are features of roll relationships? Note: There are 3 correct answers to this question.

- A. In the Relationships workspace, you can create additional roll types and relationships.
- B. Roll relationships can be used to roll deposits from one position to another.
- C. When you designate a manager on a position record in the Positions workspace, a reporting relationship is created by default.
- D. A roll relationship is an association of two positions used to process rolled values.
- E. Once created, custom roll types CANNOT be deleted.

Answer: B,C,D

NEW QUESTION # 51

Which objects can be versioned? Note: There are 3 correct answers to this question.

- A. Role types
- B. Position groups
- C. Positions
- D. Participants
- E. Titles

Answer: B,C,D

NEW QUESTION # 52

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

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

Answer: B,D

NEW QUESTION # 53

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