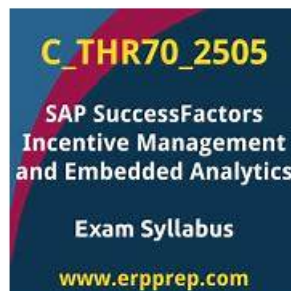


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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
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Topic 1	• 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 2	• 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	• 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	• 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	• 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q61-Q66):

NEW QUESTION # 61

If a Processing Unit is enabled, which of the following applies? Note: There are 2 correct answers to this question.

- A. You must run Compensate and Pay before Classify.
- B. You can finalize a group of positions in a single pipeline run.
- C. You CANNOT finalize an entire period for multiple Processing Units in a single pipeline run.
- D. You can post an entire period for multiple Processing Units in a single pipeline run.

Answer: B,D

NEW QUESTION # 62

You are running a Compensate and Pay pipeline.

What should you keep in mind regarding the selection of a calendar? Note: There are 3 correct answers to this question.

- A. If processing units are enabled, you must specify the processing unit and the calendar.
- B. Pipelines can be run for any level calendar period.
- C. You must specify the business unit and NOT the calendar.
- D. You must specify the calendar to be used.
- E. Pipelines can only be run for leaf-level calendar periods.

Answer: A,D,E

NEW QUESTION # 63

What objects does the organization data include?

- A. Positions, participants, titles, and relationships
- B. Plans, plan wizard, rules, classifiers, and models
- C. Positions, participants, titles, relationships, and Positions Groups

- D. Fixed Values, Formulas, Lookup Tables, and Rate Tables

Answer: A

NEW QUESTION # 64

Which of the following are characteristics of Variables? Note: There are 2 correct answers to this question.

- A. Variable values can include currency, boolean, or string data types.
- B. A Variable can be associated with any type of compensation element.
- C. Once a Variable has been created, the Variable's type CANNOT be changed.
- D. Variable assignments made at the position level supersede assignments made at the plan level.

Answer: C,D

NEW QUESTION # 65

You are configuring calculation run preferences for your implementation.

Which of the following should you keep in mind? Note: There are 2 correct answers to this question.

- A. Log Warnings to Database must be enabled to display errors in the Pipeline workspace.
- B. If On Demand Position Processing is set to False, all positions, including inactive ones, are processed.
- C. A zero value in the Minimum Payment Threshold setting indicates there is NO threshold.
- D. If Allow Negative Payments is set to True, then balances are carried forward to the next period.

Answer: B,C

NEW QUESTION # 66

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