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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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 (Q12-Q17):

NEW QUESTION # 12

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

- A. A rate table can contain customized dimensions and indices.
- B. A rate table CANNOT contain a formula.
- C. A rate table can be used to calculate per-credit or aggregate commissions.
- D. The same rate table can be used to calculate both step and straight commissions.

Answer: C,D

NEW QUESTION # 13

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- A. Secondary measurement
- B. Credit
- C. Deposit
- D. Incentive
- E. Primary measurement

Answer: A,C,D

NEW QUESTION # 14

Before running Post, which of the following is recommended?

- A. Run Compensate and Pay in full mode.
- B. Run the Pay stage for each position group.
- C. Review the Classify stage results to ensure accuracy.
- D. Run Compensate and Pay with Update Analytics to populate dashboards.

Answer: A

NEW QUESTION # 15

You have run Compensate and Pay and notice that one of your payees has a negative amount for the period. Assuming Allow Negative Payments is NOT enabled, how will the system manage this amount?

- A. The amount will be stored as a payment and will offset the payment for the next period.
- **B. The amount will be stored as a balance and will offset the payment for the next period.**
- C. The payee will NOT be compensated until the end of the period.
- D. The payee is responsible for reimbursing the organization for the negative amount.

Answer: B

NEW QUESTION # 16

You would like your payees to use single sign-on to access their sales performance dashboards. What should you keep in mind for this to work?

- A. The User Name field on the Participant record should match the Participant I
- B. The Participant ID on the Participant record should match the user's system login.
- **C. The User Name field on the Participant record should match the user's system login.**
- D. Create a generic attribute on the Participant record to store the user's system logon.

Answer: C

NEW QUESTION # 17

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