

C-THR70-2505 Test Practice, C-THR70-2505 Valid Dumps Demo



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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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"> 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q32-Q37):

NEW QUESTION # 32

Each sales representative receives a 5% commission on total sales up to \$10000. Total Sales over \$10000 and up to \$15000 are paid at 10%. Total sales over \$15000 receive a 15% commission.

How would you configure this in a compensation plan?

- A. Create a direct credit rule with a rate table using a stepped rate.
- B. Create a basic incentive rule with a rate table using a straight rate.
- C. Create a basic incentive rule with a rate table using a stepped rate.**
- D. Create a direct credit rule with a rate table using a straight rate.

Answer: C

NEW QUESTION # 33

What is the purpose of user role security? Note: There are 2 correct answers to this question.

- A. To manage the organizational reporting hierarchy
- B. To manage security within the system interface**
- C. To manage permissions in workspaces**
- D. To manage the security of the sales organization

Answer: B,C

NEW QUESTION # 34

How does the system behave when the Minimum Payment Threshold setting is populated?

- A. The pipeline will NOT generate payments less than or equal to the payment threshold.**
- B. The pipeline will NOT track negative payments as balances once the period is finalized.
- C. The pipeline will NOT generate payments for held deposits until they are released.
- D. The pipeline will NOT generate payments greater than or equal to the payment threshold.

Answer: A

NEW QUESTION # 35

What does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- A. The period to make the deposit
- B. The account to deposit into
- C. The aggregation of credits from transactions
- D. The amount of incentive earnings to deposit

Answer: A,D

NEW QUESTION # 36

Which of the following is used to aggregate deposits into one payment?

- A. Earning Codes
- B. Position Groups
- C. Earning Groups
- D. Event Types

Answer: C

NEW QUESTION # 37

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