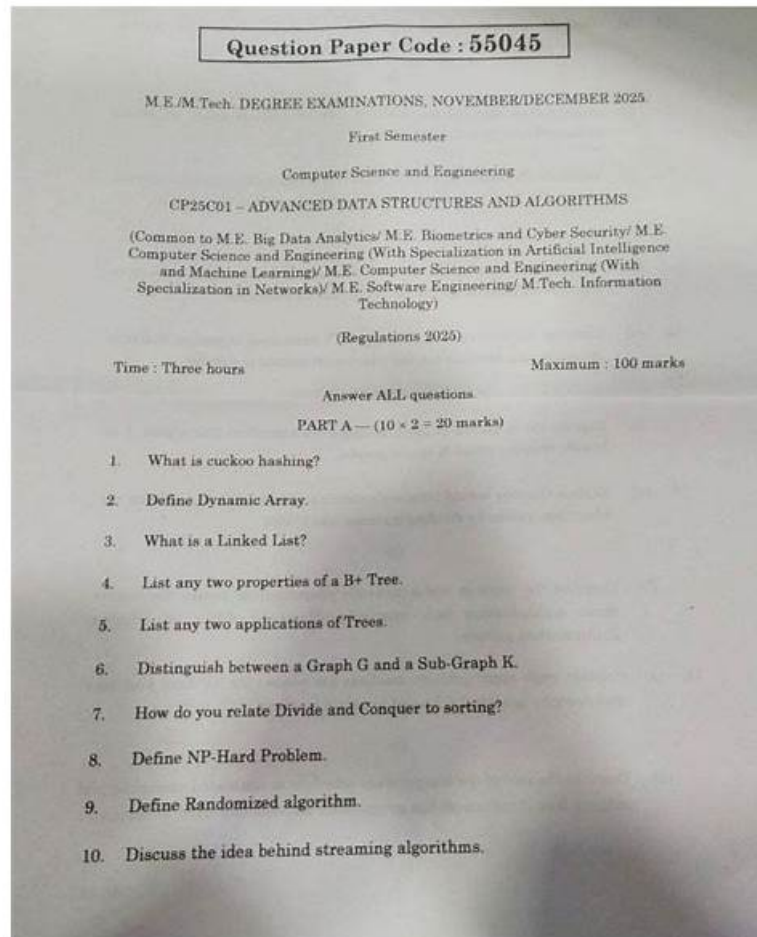


C_THR70_2505 Exam Questions | Exam C_THR70_2505 Tutorial



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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	• 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 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	• 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 6	• 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 7	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q78-Q83):

NEW QUESTION # 78

Which of the following are best practices regarding effective dates versioning? Note: There are 2 correct answers to this question.

- A. Never end date a compensation rule. Instead inactivate it by removing the rule from all compensation plans.
- B. When retiring a position end date it by populating the effective end date with the last day of the position.
- C. When a participant leaves a position do NOT end date the position. Instead inactivate it by removing the participant from the position.
- D. Plans plan objects should only be versioned on a leaf period boundary.

Answer: C,D

NEW QUESTION # 79

Your compensation plan has three deposits for one of your payees.

*Deposit 1 has a value of \$2000 with an earning code of Hardware Sales and an earning group of Commission.

*Deposit 2 has a value of \$4500 with an earning code of Router Sales and an earning group of Commission.
*Deposit 3 has a value of \$8000 with an earning code of Sales Bonus and an earning group of Quarterly Bonus.
Given this scenario, how many payments would result from these deposits and for what amounts?

- A. Three payments: Payment 1 for \$2000, Payment 2 for \$4500, and Payment 3 for \$8000
- B. Two payments: Payment 1 for \$4500 and Payment 2 for \$10000
- C. One payment for \$14500
- **D. Two payments: Payment 1 for \$6500 and Payment 2 for \$8000**

Answer: D

NEW QUESTION # 80

Which of the following should be created as a participant? Note: There are 3 correct answers to this question.

- **A. An internal sales rep**
- B. A compensation administrator user
- C. A member of the finance team who approves compensation plans
- **D. A report developer who does NOT need to view published reports**
- **E. An external firm that is compensated for sales activity**

Answer: A,D,E

NEW QUESTION # 81

Which of the following is a characteristic of Fixed Values?

- A. A Fixed Value can act as a placeholder in a rule.
- B. Fixed Values CANNOT be used in Rate Tables.
- **C. Fixed Values can contain Formulas and Lookup Tables.**
- D. A Fixed Value can hold multiple values, one for each period.

Answer: C

NEW QUESTION # 82

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 fixed value
- **C. A rate table variable**
- D. A lookup table

Answer: C

NEW QUESTION # 83

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