

# 100% Pass 2026 SAP C\_THR70\_2505: SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics First-grade Downloadable PDF



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## SAP C\_THR70\_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q58-Q63):

### NEW QUESTION # 58

Before running Post, which of the following is recommended?

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

Answer: A

### NEW QUESTION # 59

You are managing organization data for your implementation.

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

- A. One position can be assigned to multiple participants, but one participant CANNOT be assigned to multiple positions.
- B. If no participant is assigned to a position, the position can still receive compensation.
- C. Positions define specific jobs that participants perform within a company.

- D. One participant can be assigned to multiple positions, but one position CANNOT be assigned to multiple participants.

Answer: C,D

#### NEW QUESTION # 60

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

- A. Business Units control access to Organization Data.
- B. Calculation runs are completed separately for each Business Unit.
- C. You can share reference data across Business Units.
- D. You can assign multiple Business Units to a Processing Unit.

Answer: A,D

#### NEW QUESTION # 61

You have created a credit rule and you would like your sales representatives to see the resulting credits in a dashboard with the name My Sales Credits.

How can you do this in the credit rule?

- A. In the Output section of the credit rule, enter My Sales Credits in the Display Name for Reports field.
- B. In the Output section of the credit rule, enter My Sales Credits in the Output Name field.
- C. In the Credits section of the credit rule, enter My Sales Credits in the Display Name for Reports field.
- D. In the Credits section of the credit rule, enter My Sales Credits in the Output Name field.

Answer: B

#### NEW QUESTION # 62

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

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

Answer: A,D,E

#### NEW QUESTION # 63

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