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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	• 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 3	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q16-Q21):

NEW QUESTION # 16
Which of the following are features of roll relationships? Note: There are 3 correct answers to this question.

- A. In the Relationships workspace, you can create additional roll types and relationships.
- B. A roll relationship is an association of two positions used to process rolled values.
- C. Once created, custom roll types CANNOT be deleted.
- D. When you designate a manager on a position record in the Positions workspace, a reporting relationship is created by default.
- E. Roll relationships can be used to roll deposits from one position to another.

Answer: B,D,E

NEW QUESTION # 17
Which of the following most accurately describes a payee?

- A. An entity who is a user in SAP Commissions.
- B. A unique job role in an organization.
- C. An employee or external entity who receives incentive compensation.
- D. The assignment of a participant to a position for a period of time.

Answer: C

NEW QUESTION # 18
In SAP Commissions, what is a Position Assignment?

- A. The assignment of a plan to a position
- B. The assignment of a title to a position
- C. The assignment of a participant to a position
- D. The assignment of a manager to a position

Answer: C

NEW QUESTION # 19
Your organization runs Compensate and Pay daily. You would like to update the data in your payee dashboards every Sunday night. What would be the best way to do this?

- A.
- B.
- C.
- D.

Answer: D

NEW QUESTION # 20
Which of the following are features of relationships? Note: There are 3 correct answers to this question.

- A. In the Relationships workspace, you can create additional roll types and relationships.
- B. As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting relationship by default.
- C. Companies use roll relationships to roll deposits from one position to another.
- D. A roll relationship is an association of two positions used by SAP Commissions to process rolled values.
- E. In the Relationships workspace, you CANNOT delete roll types.

Answer: B,C,D

NEW QUESTION # 21
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