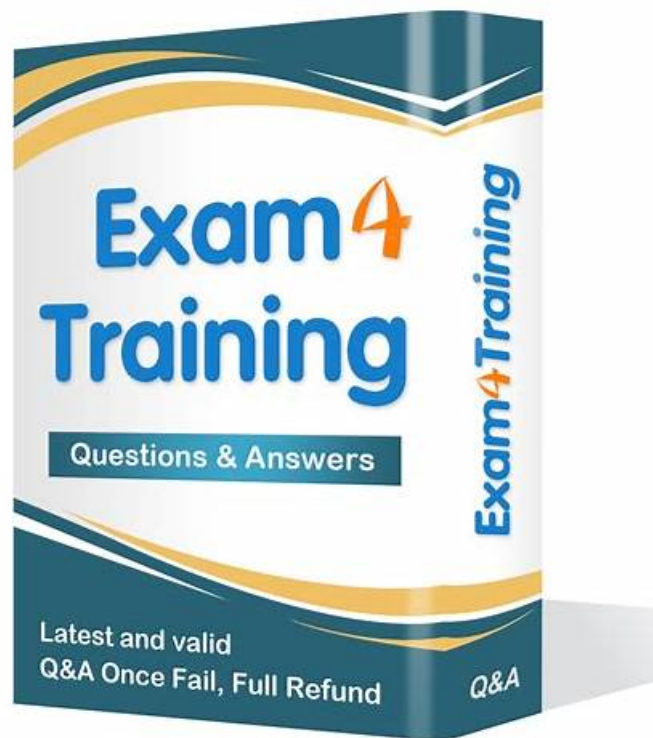


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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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.
Topic 3	<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 4	<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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q16-Q21):

NEW QUESTION # 16

You have created a credit rule with the output name CO_TSR_SCHW. You would like your sales representatives to see these credits in a dashboard with the name My Sales Credits. How can you do this in the credit rule?

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

Answer: C

NEW QUESTION # 17

Which of the following can you do in a deposit rule? Note: There are 2 correct answers to this question.

- A. Prorate a payout for a bonus
- B. Put a hold on a deposit until a future period
- C. Aggregate credit amounts over time
- D. Assign an earning group

Answer: B,D

NEW QUESTION # 18

Your company requires new sales representatives to reach 60 days of employment before receiving any bonus payment. How would you configure this in the compensation plan?

- A. Add a condition to a deposit rule.
- B. Add a conditional hold to a deposit rule.
- C. Add a conditional hold to a credit rule.
- D. Add a condition to an incentive rule.

Answer: B

NEW QUESTION # 19

Which of the following are period-based and must be associated with a calendar? Note: There are 2 correct answers to this question.

- A. Payments and Balances
- B. User Roles
- C. Results Data
- D. Event Types

Answer: A,C

NEW QUESTION # 20

You are configuring SAP Commissions to allow single sign-on. Which of the following authentication settings should you use?

- A. Enable the Allow Users to Change Password setting.
- B. Enable the Usernames are Case-Sensitive on Login Page setting.
- C. Enable the Require Authentication for Proxy Log-in setting.
- D. Disable the Allow Users to Change Password setting.

Answer: C

NEW QUESTION # 21

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