

Latest Test C_THR70_2505 Simulations, C_THR70_2505 New Practice Questions



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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q80-Q85):

NEW QUESTION # 80

For which of the following audiences can you create a dashboard? Note: There are 3 correct answers to this question.

- A. All payees in the organization
- B. All payees in the same business unit
- C. All payees with the same calendar
- D. All payees with the same title
- E. All payees with the same compensation plan

Answer: A,D,E

NEW QUESTION # 81

Which of the following are characteristics of a Rate Table? Note: There are 2 correct answers to this question.

- A. The same Rate Table CANNOT be used in multiple rules.
- B. Rate Table CANNOT be built with Fixed Values or Formulas.
- C. The same Rate Table can be used to calculate both step and straight commissions.
- D. A Rate Table can be used to calculate per-credit or aggregate commissions.

Answer: C,D

NEW QUESTION # 82

Your plan includes a credit type called CT_1. Starting in the next fiscal year, this credit type will no longer be in use, and a new credit type called CT_2 will take its place.

What is the recommended way to manage this change?

- A. Rename CT_1 to CT_1_Deprecated. Create a new credit type called CT_2 and include CT_2 in the plans for the upcoming year.
- B. Change the effective end date for CT_1 to the last day of the current year. Create a new credit type called CT_2 and include CT_2 in the plans for the upcoming year.
- C. Rename CT_1 to CT_2. Include CT_2 in the plans for the upcoming year.
- D. Delete CT_1. Create a new credit type called CT_2 and include CT_2 in the plans for the upcoming year.

Answer: B

NEW QUESTION # 83

Which of the following are the unique identifiers for a transaction?

- A. Order ID, line number, subtitle number, and credit type
- **B. Order ID, line number, event type, and compensation date**
- C. Order ID, line number, subtitle number, and compensation date
- D. Order ID, line number, subtitle number, and event type

Answer: B

NEW QUESTION # 84

Which of the following is an accurate statement regarding the pipeline? There are 2 correct answers to this question.

- A. It can generate payments, but NOT balances.
- **B. It can be used to import plan data.**
- **C. It is the processing engine that performs calculations.**
- D. It requires a separate process to populate dashboards.

Answer: B,C

NEW QUESTION # 85

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