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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q51-Q56):

NEW QUESTION # 51
Which of the following settings are managed in System Preferences? Note: There are 2 correct answers to this question.

- A. Add a locale
- B. Allow users to change a password
- C. Add a default currency
- D. Configure calculation settings

Answer: A,D

NEW QUESTION # 52

Upon receiving a dispute notification, what options are available to the manager in the dispute form? Note: There are 3 correct answers to this question

- A. Reject the dispute
- B. Approve the dispute
- C. Request more information regarding the dispute
- D. Accept the dispute
- E. Delete the dispute

Answer: A,C,D

NEW QUESTION # 53

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

- A. You can change the dates of a period after a Pipeline has been run without causing a disconnect in the results.
- B. Leaf periods on a Calendar CANNOT contain gaps or overlap.
- C. You can have two rules with the same name, as long as they are on different Calendars.
- D. You CANNOT delete a period once a Pipeline has been run for that period.

Answer: B,D

NEW QUESTION # 54

What is the leaf-level record in a category hierarchy?

- A. Root category
- B. Classifier
- C. Subcategory
- D. Product

Answer: B

NEW QUESTION # 55

What is the purpose of resetting pipeline data?

- A. To remove pipeline data that is no longer required
- B. To mark data as reset without deleting it
- C. To re-run the Compensation and Pay pipeline for the same period
- D. To clear the data in dashboards

Answer: B

NEW QUESTION # 56

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