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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 4	<ul style="list-style-type: none"> • 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 5	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q14-Q19):

NEW QUESTION # 14

A sales representative receives monthly credits of \$1000, \$3000, and \$500, for an aggregate of \$4500. The results are rolled individually to the sales representative's manager, but do NOT roll to the sales representative's regional director. What is this an example of?

- **A. Rolling credits**
- B. Rolling deposit results
- C. Rolling incentives
- D. Rolling measurements

Answer: A

NEW QUESTION # 15

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

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

Answer: B,C

NEW QUESTION # 16

You are using embedded analytics to give your organization's data analysts insight into your compensation results. You would like to make it easy for your analysts to view these results by displaying business-friendly names for the compensation rules. How can you do this?

- A. Create a custom data model with the business-friendly names to replace the actual rule output names.
- **B. Store the business-friendly names in the For Reporting field in the compensation rules.**
- C. Store the business-friendly names in a generic attribute in the compensation rules.
- D. Store the business-friendly names in the Output Name field in the compensation rules.

Answer: B

NEW QUESTION # 17

After running Compensate and Pay, you discover that a credit contains the wrong value. You determine the issue is caused by an incorrect value in the transaction. What is the best way to resolve this issue?

- A. Manually adjust the value of the transaction and re-run the Allocate stage.
- **B. Manually adjust the value of the transaction and re-run Compensate and Pay.**
- C. Manually adjust the value of the credit and re-run Compensate and Pay.
- D. Manually adjust the value of the credit and re-run the Allocate stage.

Answer: B

NEW QUESTION # 18

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

Answer: C,D,E

NEW QUESTION # 19

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