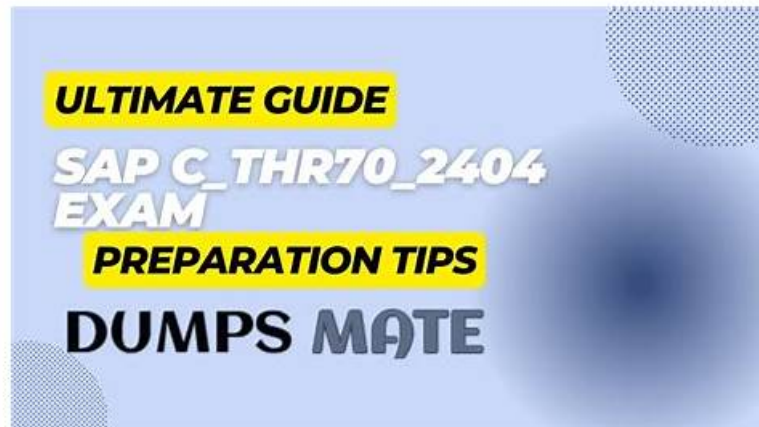


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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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 4	<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 5	<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 6	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q20-Q25):

NEW QUESTION # 20

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- A. Incentive
- B. Primary measurement
- C. Secondary measurement
- D. Credit
- E. Deposit

Answer: A,C,E

NEW QUESTION # 21

After running Compensate and Pay, you discover 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. Modify the credit rule and re-run Compensate and Pay.
- B. Manually adjust the value of the credit and re-run Compensate and Pay.
- C. Modify the Territory used in the credit rule and re-run Compensate and Pay.
- D. Manually adjust the value of the transaction and re-run Compensate and Pay.

Answer: C

NEW QUESTION # 22

Which of the following are characteristics of processing units? Note: There are 3 correct answers to this question.

- A. You can create as many processing units as needed.
- B. Calculation runs are completed separately for each processing unit.
- C. You can use processing units to process subsets of data.
- D. You can assign only one business unit to each processing unit.
- E. You can delete processing units after a pipeline has been run.

Answer: A,B,C

NEW QUESTION # 23

You wish to publish an Embedded Analytics story to a set of users in your organization. These users should only see data they are authorized to view.

How can you do this?

- A. Create a team and add the users to the team. Set the permission on the team folder to Broadcast Mode.
- B. Schedule a publication. In the Share Story dialog box, select Broadcast Mode.
- C. Create a team and add the users to the team. Set the permission on the team folder to Burst Mode.
- **D. Schedule a publication. In the Share Story dialog box, select Burst Mode.**

Answer: D

NEW QUESTION # 24

What should you avoid when working with titles? Note: There are 1 correct answers to this question.

- A. Assign a compensation plan to a title.
- B. Keep the same name of a title over time.
- **C. Assign the same name to both titles and positions.**
- D. Delete a title when it is no longer in use.

Answer: C

NEW QUESTION # 25

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