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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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"> • 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"> • 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q63-Q68):

NEW QUESTION # 63

Which of the following are characteristics of an event type? Note: There are 3 correct answers to this question.

- A. It can be used to filter transactions in bonus incentive rules.
- **B. It is a label used to identify types of transactions.**
- **C. It can be used to filter transactions in credit rules.**
- D. It must be associated with a calendar.
- **E. It can be used to filter transactions in primary measurement rules.**

Answer: B,C,E

NEW QUESTION # 64

What is the purpose of resetting pipeline data?

- **A. To mark data as reset without deleting it**
- B. To provide a faster version of the deferred reset
- C. To re-run the Compensation and Pay pipeline for the same period
- D. To remove pipeline data that is NO longer required

Answer: A

NEW QUESTION # 65

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

Answer: D

NEW QUESTION # 66

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 measurements
- C. Rolling incentives
- D. Rolling deposit results

Answer: A

NEW QUESTION # 67

Which of the following is a characteristic of Fixed Values?

- A. Fixed Values can contain Formulas and Lookup Tables.
- B. Fixed Values CANNOT be used in Rate Tables.
- C. A Fixed Value can hold multiple values, one for each period.
- D. A Fixed Value can act as a placeholder in a rule.

Answer: A

NEW QUESTION # 68

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