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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"> 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 3	<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 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.
Topic 5	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q11-Q16):

NEW QUESTION # 11

What must you do before you can run a Pay pipeline independently?

- A. Only the Reward stage needs to be completed.
- **B. Successfully complete the Classify, Allocate, and Reward stages.**
- C. Only the Allocate stage needs to be completed.
- D. Successfully complete a Compensate and Pay pipeline.

Answer: B

NEW QUESTION # 12

Which of the following are best practices regarding effective dates and versioning? Note: There are 2 correct answers to this question.

- **A. Plans and plan objects should only be versioned on a leaf period boundary.**
- B. Never end date a compensation rule. Instead, inactivate it by removing the rule from all compensation plans.
- C. When retiring a position, end date it by populating the effective end date with the last day of the position.
- **D. When a participant leaves a position, do NOT end date the position. Instead, inactivate it by removing the participant from the position.**

Answer: A,D

NEW QUESTION # 13

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

- **A. Configure calculation settings**

- B. Allow users to change a password
- **C. Add a locale**
- D. Add a default currency

Answer: A,C

NEW QUESTION # 14

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

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

Answer: A,B,E

NEW QUESTION # 15

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

- A. Variable values can include currency, boolean, or string data types.
- **B. Variable assignments made at the position level supersede assignments made at the plan level.**
- **C. Once a Variable has been created, the Variable's type CANNOT be changed.**
- D. A Variable can be associated with any type of compensation element.

Answer: B,C

NEW QUESTION # 16

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