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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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	• 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q34-Q39):

NEW QUESTION # 34

Your organization runs Compensate and Pay daily. You would like to update the data in your payee dashboards every Sunday night. What would be the best way to do this?

- A. Enable Released Periods.Schedule Compensate and Pay to run daily.Schedule Approve Calculated Data to run Sunday night.
- B. Enable Use Approved Calculated Data Only.Schedule Compensate and Pay to run daily.Schedule Approve Calculated Data to run Sunday night.
- C. Enable Use Approved Calculated Data Only.Schedule Compensate and Pay to run daily.Schedule Purge Approved Data to run Sunday night.
- D. Enable Released Periods.Schedule Compensate and Pay to run weekly. Schedule Purge Approved Data to run Sunday night.

Answer: A

NEW QUESTION # 35

Which of the following are the unique identifiers for a transaction?

- A. Order ID, line number, subline number, and event type
- B. Order ID, line number, subline number, and credit type
- C. Order ID, line number, and event type
- D. Order ID, line number, subline number, and compensation date

Answer: A

NEW QUESTION # 36

Which objects can be versioned? Note: There are 3 correct answers to this question.

- A. Role types
- B. Position groups
- C. Titles
- D. Positions
- E. Participants

Answer: B,D,E

NEW QUESTION # 37

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

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

Answer: A,B

NEW QUESTION # 38

Which of the following features of SAP Commissions contribute to upholding data privacy regulations? Note: There are 2 correct answers to this question.

- A. Block an individual position from a purge.
- B. Automatically purge customer data.
- C. Set the retention period for purge jobs.
- D. Block an individual participant from a purge.

Answer: C,D

NEW QUESTION # 39

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