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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• Organization Data: This section measures the abilities of HR Data Analysts and Organizational Development Specialists in managing and utilizing organizational information relevant to compensation. It involves understanding organizational structures, employee data relationships, and how this data supports accurate compensation processing and reporting.
Topic 3	• 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 4	• 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	• 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 6	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q79-Q84):

NEW QUESTION # 79

What can you use a deposit rule for? Note: There are 2 correct answers to this question.

- A. Aggregate credit amounts over time.
- B. Classify transaction data by product group.
- C. Combine multiple incentives into a single deposit.
- D. Put a hold on all or part of a deposit until a future period.

Answer: C,D

NEW QUESTION # 80

You notice that a balance from last month's calculations does NOT show in the current month. How can you prevent this from happening?

- A. Disable Allow Negative Payments under System Preferences.
- B. Disable Allow Negative Payments under User Preferences.
- C. Enable Allow Negative Payments under Global Settings.
- D. Enable Allow Negative Payments in Calculate and Pay.

Answer: A

NEW QUESTION # 81

How are released periods used in dashboard configuration? Note: There are 3 correct answers to this question.

- A. Payees can view results prior to pipeline completion.
- B. Both administrators and payees can release periods.
- C. Payees can view dashboards for released periods only.
- D. The administrator can release periods based on calendars.
- E. The administrator can release periods based on processing units.

Answer: C,D,E

NEW QUESTION # 82

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.
- B.
- C.
- D.

Answer: B

NEW QUESTION # 83

Which of the following is a characteristic of Rate Tables?

- A. They always use attainment as the input.
- B. They can calculate step commissions only.
- C. They depend on selections in the credit rule to make calculations.
- D. They can calculate per-credit or aggregate commissions.

Answer: D

NEW QUESTION # 84

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