

SAP C-THR70-2505 Valid Exam Question, C-THR70-2505 Real Exam Answers



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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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 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"> • 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 7	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q48-Q53):

NEW QUESTION # 48

Before running the Post-Calculation stage, which of the following is recommended? Note: There are 2 correct answers to this question.

- A. Review the verbose log files.
- B. Run Compensate and Pay in full mode.
- C. Run the Finalize stage to prevent compensation from being paid.
- D. Review the Classify stage results to ensure accuracy.

Answer: C,D

NEW QUESTION # 49

A sales representative's compensation plan stipulates that for every transaction, 2% of that transaction goes to their direct manager. In addition, the regional manager receives 1% of all transactions from all sales representatives and managers within their given region. Which rule type should you use for this rolling relationship?

- A. Secondary measurement rule
- B. Direct credit rule

- C. Primary measurement rule
- D. Indirect credit rule

Answer: D

NEW QUESTION # 50

What is the leaf-level unique identifier in a category hierarchy?

- A. Subcategory
- B. Classifier
- C. Root category
- D. Category

Answer: C

NEW QUESTION # 51

One of your employees is moving from their position as a sales representative to an account executive on March 1. Their prior position will be filled by a new hire at a later date. How can you manage this change?

- A. Remove the employee's name from the Participant field on the Sales Representative position. Change the credit end date on the Sales Representative position to February 28. Add the employee's name to the Participant field on the Account Executive position.
- B. Create a new effective version of the Sales Representative position with a start date of March 1. Remove the employee's name from the Participant field of the Sales Representative position. Create a new effective version of the Account Executive position with a start date of March 1. Add the employee to the participant field in the new version.
- C. Create a new effective version of the sales representative position with a start date of March 1. Remove the employee's name from the Participant field in the new version. Change the Participant field on the Account Executive position to the employee's name.
- C. Leave the employee assigned as the Participant for the Sales Representative position. Create a new effective version of the Account Executive position. Add the employee's name to the Participant field on the Account Executive position. Change the credit start date on the Account Executive Position to March 1.

Answer: B

NEW QUESTION # 52

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

Answer: A,B

NEW QUESTION # 53

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