

# SAP C\_THR70\_2505 Pdf Demo Download: SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics - PDF4Test High-quality Products for you



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## SAP C\_THR70\_2505 Exam Syllabus Topics:

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

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q28-Q33):

### NEW QUESTION # 28

What are some characteristics of a position? Note: There are 2 correct answers to this question.

- A. A participant can have multiple positions at a given time.
- B. A position CANNOT be reused.
- C. A position CANNOT have multiple participants at a given time.
- D. A position name does NOT have to be unique.

Answer: A,C

### NEW QUESTION # 29

Each sales representative receives 5% on each individual sale up to \$10000. Individual sales over \$10000 and up to \$15000 are paid at 10%. Any individual sales over \$15000 receive 15% commission. Which type of rule should you use to create this compensation structure?

- A. Bonus incentive rule
- B. Secondary measurement rule
- C. Indirect credit rule
- D. Per credit incentive rule

**Answer: A**

**NEW QUESTION # 30**

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

- A. Run Compensate and Pay in full mode.
- B. Review the verbose log files.
- 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 # 31**

What are some characteristics of a position? Note: There are 2 correct answers to this question.

- A. A participant can have multiple positions at a given time.
- B. A position CANNOT have multiple participants at a given time.
- C. A position CANNOT be reused.
- D. A position CANNOT be assigned directly to a plan.

**Answer: A,C**

**NEW QUESTION # 32**

For which objects can you create a Variable? Note: There are 3 correct answers to this question.

- A. Lookup Table
- B. Rate Table
- C. Classifier
- D. Formula
- E. Territory

**Answer: A,B,E**

**NEW QUESTION # 33**

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