

SAP C_THR70_2505 Training Materials & C_THR70_2505 Study Test



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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"> 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	<ul style="list-style-type: none"> 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	<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"> 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 6	<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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q39-Q44):

NEW QUESTION # 39

What is the purpose of a classification rule?

- **A. To match fields on classifier records with fields on transactions**
- B. To match fields on classifier records with assigned variables
- C. To organize postal codes into categories
- D. To assign business units to processing units

Answer: A

NEW QUESTION # 40

Which of the following are best practices when working with Variables? Note: There are 2 correct answers to this question.

- **A. Set a default assignment for all Variables.**
- **B. Always use a Variable in a rule instead of a compensation element.**
- C. Always leave the Variable default assignment field empty.
- D. Avoid using Variables because they increase processing time.

Answer: A,B

NEW QUESTION # 41

Upon receiving a dispute notification, what options are available to the manager in the dispute form? Note: There are 3 correct answers to this question

- A. Delete the dispute.
- B. Create a custom dispute form to address the dispute.
- **C. Request more information regarding the dispute.**
- **D. Reject the dispute.**
- **E. Approve the dispute.**

Answer: C,D,E

NEW QUESTION # 42

For which of the following audiences can you create a dashboard? Note: There are 3 correct answers to this question.

- A. All payees with the same calendar
- **B. All payees with the same compensation plan**

- C. All payees in the organization
- D. All payees in the same business unit
- E. All payees with the same title

Answer: B,C,E

NEW QUESTION # 43

Which of the following most accurately describes a payee?

- A. The assignment of a participant to a position for a period of time
- B. A unique job role in an organization
- C. A business user who can create and maintain plans and rules
- D. A recipient of the payments generated by the system

Answer: D

NEW QUESTION # 44

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