

Test C_THR70_2505 Study Guide, C_THR70_2505 Valid Exam Notes



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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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 4	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q78-Q83):

NEW QUESTION # 78

Which of the following pipeline runs creates a new dataset that can be viewed in dashboards?

- A. Validate and Transfer
- B. Approve Calculated Data
- C. Purge Approved Data
- D. Reset Data

Answer: B

NEW QUESTION # 79

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

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

Answer: B,C

NEW QUESTION # 80

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

- A. payees in the same Business Unit
- B. payees with the same title
- C. payees with the same position
- D. payees in the organization
- E. payees with the same compensation plan

Answer: C,D,E

NEW QUESTION # 81

Which of the following can you accomplish within the Customizations workspace? Note: There are 2 correct answers to this question.

- A. Create additional classifier types
- B. Manage and create variables
- C. Specify if an attribute is required
- D. Manage and create attributes

Answer: A,D

NEW QUESTION # 82

What is the purpose of a classification rule?

- A. To define the details of the category hierarchy
- B. To organize products into categories
- C. To match fields on classifier records with fields on transactions
- D. To match fields on classifier records with assigned Variables

Answer: C

NEW QUESTION # 83

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