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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q62-Q67):

NEW QUESTION # 62

Which of the following are calculated during the Pipeline Pay stage? Note: There are 2 correct answers to this question.

- A. Trial payments
- B. Trial balances
- C. Final balances
- D. Final payments

Answer: A,B

NEW QUESTION # 63

What are some of the benefits of using fixed values? Note: There are 2 correct answers to this question.

- A. They can be referenced in multiple rules.
- B. They can reference a formula.
- C. They can have an associated variable to allow flexibility in rules.
- D. They allow you to configure step commission calculations.

Answer: A,B

NEW QUESTION # 64

Which of the following are features of roll relationships? Note: There are 3 correct answers to this question.

- A. When you designate a manager on a position record in the Positions workspace, a reporting relationship is created by default.
- B. In the Relationships workspace, you can create additional roll types and relationships.
- C. Roll relationships can be used to roll deposits from one position to another.
- D. Once created, custom roll types CANNOT be deleted.
- E. A roll relationship is an association of two positions used to process rolled values.

Answer: A,C,E

NEW QUESTION # 65

Your customer requires that inactive participants be purged from the system after one year. Where can you manage this setting?

- A. In SAP Commissions, modify the purge settings under System Preferences.
- B. In SAP Commissions, modify the Data Protection policy under System Preferences.
- **C. In Sales Performance Home, modify the Data Protection policy under Global Settings.**
- D. In Sales Performance Home, modify the Data Privacy policy under General Settings.

Answer: C

NEW QUESTION # 66

A sales representative earns a monthly commission of \$5000. A portion of that is rolled to the sales representative's manager, but does NOT roll to the sales representative's regional manager. What is this an example of?

- A. Rolling deposit results
- **B. Rolling credits results**
- C. Rolling measurement and incentives
- D. Rolling category hierarchy results

Answer: B

NEW QUESTION # 67

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