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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 5	• 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	• 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 7	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q55-Q60):

NEW QUESTION # 55
What are the characteristics of end dating an object? Note: There are 2 correct answers to this question.

- A. If the Credit End and Process End fields on a position extend beyond the effective end date, the position continues to be processed.
- B. If you end date a position or participant, it is deleted from the system.
- C. You can end date a position or participant version if there is NO results data associated with that version.
- D. If a participant has non-zero results data in a period, you can set the end date for the participant to the last day of the period.

Answer: A,B

NEW QUESTION # 56
Which of the following can you do in a deposit rule? Note: There are 2 correct answers to this question.

- A. Aggregate credit amounts over time
- B. Prorate a payout for a bonus
- C. Assign an earning group
- D. Put a hold on a deposit until a future period

Answer: C,D

NEW QUESTION # 57

The existing embedded analytics data models do NOT contain the dimensions needed for a customized story. As a result, you wish to create a custom data model. However, you are NOT presented with the File Manager option when logging in to embedded analytics.

What is a possible reason for this?

- A. You are assigned Viewer permissions to the system.
- B. You have NOT been added to the Data Model Permissions.
- C. You have NOT applied the CSN file to the system.
- D. You are assigned Author permissions to the system.

Answer: A

NEW QUESTION # 58

You want to design a plan that credits a transaction to a position based on specific criteria such as postal codes, customer or product criteri a. Which of the following would you use in a credit rule?

- A. Generic attributes
- B. Formulas
- C. Territories
- D. Classification rules

Answer: D

NEW QUESTION # 59

Before running Post, which of the following is recommended?

- A. Review the Classify stage results to ensure accuracy.
- B. Run Compensate and Pay with Update Analytics to populate dashboards.
- C. Run the Pay stage for each position group.
- D. Run Compensate and Pay in full mode.

Answer: D

NEW QUESTION # 60

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