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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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 3	• 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 4	• 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q10-Q15):

NEW QUESTION # 10
Under which of the following circumstances would you create a Rate Table instead of a Lookup Table?

- A. If you are using step commission
- B. If you need to derive a rate from a formula
- C. If you are using a Variable
- D. If the resulting unit type must be a percent

Answer: A

NEW QUESTION # 11
For which account can you set up and manage specific default preferences?

- A. The administrator account only
- B. Any user account in the system
- C. Any user for which you are a proxy
- D. Your user account only

Answer: D

NEW QUESTION # 12
When creating an incentive rule that calculates a commission that accelerates when a payee reaches 100% attainment, which of the following objects should you use to reference the commission rate?

- A. A fixed value variable
- B. A fixed value
- C. A rate table variable
- D. A lookup table

Answer: C

NEW QUESTION # 13

You wish to publish an Embedded Analytics story to a set of users in your organization. These users should only see data they are authorized to view.

How can you do this?

- A. Create a team and add the users to the team. Set the permission on the team folder to Burst Mode.
- B. Create a team and add the users to the team. Set the permission on the team folder to Broadcast Mode.
- C. Schedule a publication. In the Share Story dialog box, select Burst Mode.
- D. Schedule a publication. In the Share Story dialog box, select Broadcast Mode.

Answer: C

NEW QUESTION # 14

Which compensation plan rule uses the output of the measurement rule and objects such as Fixed Values or Lookup Tables to generate a commission output?

- A. Basic incentive rule
- B. Primary measurement rule
- C. Basic deposit rule
- D. Per-credit incentive rule

Answer: A

NEW QUESTION # 15

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