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## SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

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### **SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q42-Q47):**

#### **NEW QUESTION # 42**

Which of the following most accurately describes a payee?

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

**Answer: B**

#### **NEW QUESTION # 43**

Your organization runs Compensate and Pay daily. You would like to update the data in your payee dashboards every Sunday night. What would be the best way to do this?

- A. Enable Released Periods.Schedule Compensate and Pay to run daily.Schedule Approve Calculated Data to run Sunday night.**
- B. Enable Use Approved Calculated Data Only.Schedule Compensate and Pay to run daily.Schedule Approve Calculated Data to run Sunday night.
- C. Enable Use Approved Calculated Data Only.Schedule Compensate and Pay to run daily.Schedule Purge Approved Data to run Sunday night.
- D. Enable Released Periods.Schedule Compensate and Pay to run weekly. Schedule Purge Approved Data to run Sunday night.

**Answer: A**

#### **NEW QUESTION # 44**

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- A. Secondary measurement**
- B. Primary measurement
- C. Incentive**
- D. Deposit**

- E. Credit

**Answer: A,C,D**

#### NEW QUESTION # 45

Which of the following are advantages to using compensation elements in rules? Note: There are 3 correct answers to this question.

- A. They have special abilities that allow tasks to be accomplished easily.
- B. They are effective dated, which simplifies change management.
- C. They can be used to enforce security settings.
- D. They allow you to create and save advanced queries.
- E. They allow the encapsulation of data in distinct objects.

**Answer: A,B,E**

#### NEW QUESTION # 46

Which of the following are characteristics of Variables? Note: There are 2 correct answers to this question.

- A. A Variable can be associated with any type of compensation element.
- B. Variable values can include currency, boolean, or string data types.
- C. Variable assignments made at the position level supersede assignments made at the plan level.
- D. Once a Variable has been created, the Variable's type CANNOT be changed.

**Answer: C,D**

#### NEW QUESTION # 47

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