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

| Topic | Details |
|---|---|
| Topic 1 | • 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 | • 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 3 | • 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. |
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| Topic 4 | • 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 5 | • 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 (Q20-Q25):

**NEW QUESTION # 20**
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 the resulting unit type must be a percent
- C. If you are using a Variable
- D. If you need to derive a rate from a formula

**Answer: A**

**NEW QUESTION # 21**
Which of the following is used to aggregate deposits into one payment?

- A. Position Groups
- B. Earning Codes
- C. Earning Groups
- D. Event Types

**Answer: C**

**NEW QUESTION # 22**
You are managing organization data for your implementation.
Which of the following should you keep in mind regarding participants and positions? Note: There are 2 correct answers to this question.

- A. One position can be assigned to multiple participants, but one participant CANNOT be assigned to multiple positions.
- B. If no participant is assigned to a position, the position can still receive compensation.
- C. One participant can be assigned to multiple positions, but one position CANNOT be assigned to multiple participants.

- D. Positions define specific jobs that participants perform within a company.

**Answer: C,D**

## NEW QUESTION # 23
What is the purpose of user role security? Note: There are 2 correct answers to this question.

- A. To manage permissions in workspaces
- B. To manage the organizational reporting hierarchy
- C. To manage the security of the sales organization
- D. To manage security within the system interface

**Answer: A,D**

## NEW QUESTION # 24
Which of the following features of SAP Commissions contribute to upholding data privacy regulations? Note: There are 2 correct answers to this question.

- A. Automatically purge customer data.
- B. Set the retention period for purge jobs.
- C. Block an individual position from a purge.
- D. Block an individual participant from a purge.

**Answer: B,D**

## NEW QUESTION # 25
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