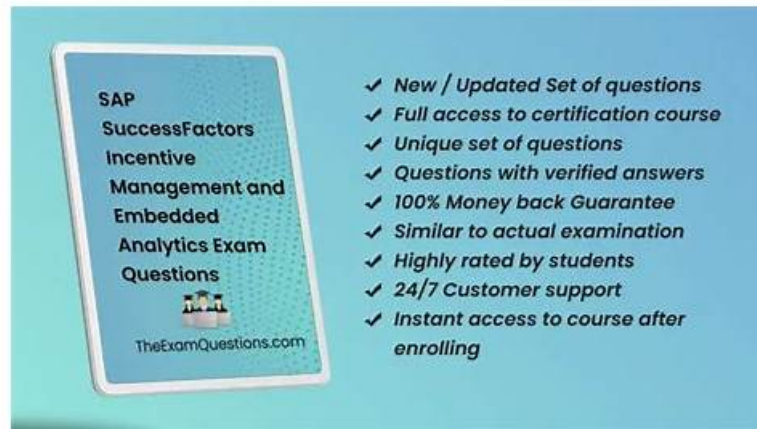


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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q73-Q78):

NEW QUESTION # 73

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

- A. Elements that have no assigned business unit are visible to all users.
- B. You can assign multiple business units to a processing unit.
- C. Calculation runs are completed separately for each business unit.
- D. A user can only be assigned to a single business unit.

Answer: A,C

NEW QUESTION # 74

What must you do before you can run a Pay pipeline independently?

- A. Successfully complete a Compensate and Pay pipeline.
- B. Only the Allocate stage needs to be completed.
- C. Only the Reward stage needs to be completed.
- D. Successfully complete the Classify, Allocate, and Reward stages.

Answer: D

NEW QUESTION # 75

How are released periods used in dashboard configuration? Note: There are 3 correct answers to this question.

- A. Payees can view results prior to pipeline completion.
- B. The administrator can release periods based on calendars.
- C. Both administrators and payees can release periods.
- D. The administrator can release periods based on processing units.
- E. Payees can view dashboards for released periods only.

Answer: B,D,E

NEW QUESTION # 76

Which of the following are calculated during the Pay stage of the calculation?

- A. Trial payments and trial balances
- B. Posted balances and finalized balances
- C. Trial balances and posted balances
- D. Posted payments and posted balances

Answer: A

NEW QUESTION # 77

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

- A. Secondary measurement
- B. Credit
- C. Incentive
- D. Primary measurement
- E. Deposit

Answer: A,C,E

NEW QUESTION # 78

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