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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q67-Q72):

NEW QUESTION # 67

You wish to move a set of new compensation plans from a development environment to production. What would you do to accomplish this?

- A. Export the plan data to a CSV file and import the file in the Plans workspace in the production environment.
- B. Export the plan data to an XML file and run the Import Data from Stage pipeline task in the production environment.
- C. Export the plan data to a CSV file and run the Import Plan Data pipeline task in the production environment.
- **D. Export the plan data to an XML file and run the Import Plan Data pipeline task in the production environment.**

Answer: D

NEW QUESTION # 68

What does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- **A. The amount of incentive earnings to deposit**
- B. The account to deposit into
- C. The aggregation of credits from transactions
- **D. The period to make the deposit**

Answer: A,D

NEW QUESTION # 69

When would you set a termination date for a participant record?

- **A. When a participant is leaving an organization**
- B. When you want to delete a participant from the system
- C. When you NO longer want the commissions calculation to be processed
- D. When a participant changes positions

Answer: A

NEW QUESTION # 70

For which of the following audiences can you create a dashboard? Note: There are 3 correct answers to this question.

- A. payees with the same title
- B. payees in the organization
- C. payees with the same position
- D. payees with the same compensation plan
- E. payees in the same Business Unit

Answer: B,C,D

NEW QUESTION # 71

You have created a credit rule and you would like your sales representatives to see the resulting credits in a dashboard with the name My Sales Credits.

How can you do this in the credit rule?

- A. In the Output section of the credit rule, enter My Sales Credits in the Output Name field.
- B. In the Output section of the credit rule, enter My Sales Credits in the Display Name for Reports field.
- C. In the Credits section of the credit rule, enter My Sales Credits in the Output Name field.
- D. In the Credits section of the credit rule, enter My Sales Credits in the Display Name for Reports field.

Answer: A

NEW QUESTION # 72

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