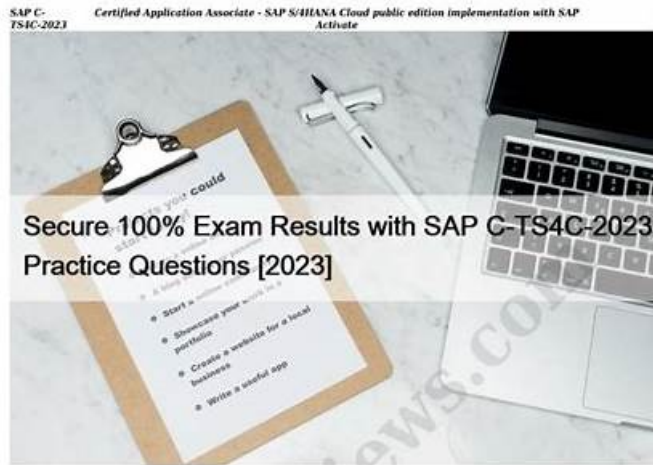


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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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	<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.
Topic 3	<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 4	<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 5	<ul style="list-style-type: none"> • 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.
Topic 6	<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 7	<ul style="list-style-type: none"> • 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 (Q25-Q30):

NEW QUESTION # 25

Which options can you set in the System Preferences workspace? Note: There are 3 correct answers to this question.

- A. Allow Negative Payments
- B. Audit Logs Retention
- C. Calculation Settings
- D. User Role Permissions
- E. Prompt Settings

Answer: A,C,E

NEW QUESTION # 26

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

- A. Leaf periods on a calendar CANNOT contain gaps or overlap.
- B. You CANNOT delete a period once a pipeline has been run for that period.
- C. Multiple calendars can be used only if processing units are enabled.
- D. You can have two rules with the same name, as long as they are on different calendars.

Answer: A,B

NEW QUESTION # 27

Under which of the following circumstances would you create a Rate Table instead of a Lookup Table?

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

Answer: C

NEW QUESTION # 28

Which objects can be versioned? Note: There are 3 correct answers to this question.

- A. Role types
- B. Participants
- C. Position groups
- D. Titles
- E. Positions

Answer: B,C,E

NEW QUESTION # 29

Which of the following is used to aggregate deposits into one payment?

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

Answer: C

NEW QUESTION # 30

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