

New C_THR70_2505 Exam Prep, Latest C_THR70_2505 Practice Questions



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Our objective is to make SAP C_THR70_2505 test preparation process of every aspirant smooth. Therefore, we have introduced three formats of our SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics C_THR70_2505 Exam Questions. To ensure the best quality of each format, we have tapped the services of experts. They thoroughly analyze SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics C_THR70_2505 Exam's content, SAP C_THR70_2505 past tests, and add the C_THR70_2505 real exam questions in our three formats.

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	• 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 3	• 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 4	• 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.
Topic 5	• 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	• 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 7	• 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 (Q11-Q16):

NEW QUESTION # 11

How are Rate Tables different from Lookup Tables? Note: There are 2 correct answers to this question.

- A. Rate Tables can be used in any rule. Lookup Tables can be used only in incentive rules.
- B. Rate Tables have a single dimension. Lookup Tables can have more than one dimension.
- C. Rate Tables CANNOT handle step commissions. Lookup Tables can handle step commissions.
- D. Rate Tables can be effective dated. Lookup Tables CANNOT be effective dated, but each cell in the matrix can be effective dated.

Answer: B,D

NEW QUESTION # 12

Which of the following is a characteristic of a compensation plan?

- A. It determines how transactions and orders are paid out to participants.
- B. It contains the data privacy guidelines for the organization.
- C. It generates compensation results organized by Business Unit.
- D. It contains the organizational structure in a hierarchy.

Answer: A

NEW QUESTION # 13

Your organization has hired a new compensation administrator who needs the same permissions in SAP Commissions as the existing team members. A role called Comp_Admns with the correct permissions exists in the system. What must you do to give the new hire the same permissions as the rest of the team?

- A. In Sales Performance Home, go to User Administration and create a new admin user, then assign the user to the Comp_Admns role.
- B. In Sales Performance Home, go to User Administration and create a new internal user, then assign the user to the Comp_Admns role.
- C. In SAP Commissions, go to the Users workspace and create a new user, then assign the user to the Comp_Admns Business Unit.
- D. In SAP Commissions, go to the Users workspace and create a new user, then assign the user to the Comp_Admns role.

Answer: A

NEW QUESTION # 14

What options can you set within the User Preferences workspace? Note: There are 3 correct answers to this question.

- A. Prompt Settings
- B. Default View Data
- C. Default Business Unit
- D. Enable Processing Units
- E. Payment Threshold

Answer: A,C,E

NEW QUESTION # 15

Which of the following are best practices regarding effective dates and versioning? Note: There are 2 correct answers to this question.

- A. When a participant leaves a position, do NOT end date the position. Instead, inactivate it by removing the participant from the position.
- B. When retiring a position, end date it by populating the effective end date with the last day of the position.
- C. Plans and plan objects should only be versioned on a leaf period boundary.
- D. Never end date a compensation rule. Instead, inactivate it by removing the rule from all compensation plans.

Answer: A,C

NEW QUESTION # 16

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