2026 C-THR70-2505: High Hit-Rate SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Exam Exercise

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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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	• 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 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.

C-THR70-2505 Reliable Test Test, C-THR70-2505 Exam Topic

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q33-Q38):

NEW QUESTION # 33
A sales representative earns a monthly commission of $5000. A portion of that is rolled to the sales representative's manager, but does NOT roll to the sales representative's regional manager. What is this an example of?

- A. Rolling credits results
- B. Rolling category hierarchy results
- C. Rolling measurement and incentives
- D. Rolling deposit results

Answer: A

NEW QUESTION # 34
One of your employees is moving from their position as a sales representative to an account executive on March 1. Their prior position will be filled by a new hire at a later date. How can you manage this change?

- A. Remove the employee's name from the Participant field on the Sales Representative position.Change the credit end date on the Sales Representative position to February 28. Add the employee's name to the Participant field on the Account Executive position.
- B. Leave the employee assigned as the Participant for the Sales Representative position. Create a new effective version of the Account Executive position. Add the employee's name to the Participant field on the Account Executive position.Change the credit start date on the Account Executive Position to March 1.
- C. Create a new effective version of the Sales Representative position with a start date of March 1.Remove the employee's name from the Participant field of the Sales Representative position. Create a new effective version of the Account Executive position with a start date of March l.Add the employee to the participant field in the new version.
C, Create a new effective version of the sales representative position with a start date of March 1. Remove the employee's name from the Participant field in the new version. Change the Participant field on the Account Executive position to the employee's name.

Answer: C

NEW QUESTION # 35

A sales representative's compensation plan stipulates that for every transaction, the direct manager receives a 2% commission. In addition, the regional manager receives a 1% commission on all transactions from all sales representatives and managers within their given region. Which rule type should you use for this relationship?

- A. Direct credit rule
- B. Indirect credit rule
- C. Commission incentive rule
- D. Secondary measurement rule

Answer: B

NEW QUESTION # 36

What are some best practices when creating a participant? Note: There are 3 correct answers to this question.

- A. Use a generic date to represent the end of the participant's employment and use this date in rule instead of the termination date.
- B. Do NOT use the participant's name as a user name/user ID.
- C. Determine the user name/user ID format before adding participants to the system.
- D. End dating participants is always recommended.
- E. With single sign-on, use the position ID used by the company's current systems.

Answer: A,C,E

NEW QUESTION # 37

You are creating a distribution that sends all sales representatives an updated non-disclosure agreement for the new fiscal year. How would you do this in Plan Communicator?

- A. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected position to Sales Representative.
- B. Create a plan document and set the Form Type to Other. When distributing the document, set the selected title to Sales Representative.
- C. Create a plan document and set the Form Type to Other. When distributing the document, set the selected position to Sales Representative.
- D. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected title to Sales Representative.

Answer: B

NEW QUESTION # 38

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