

C-THR70-2505 Discount & C-THR70-2505 Exam Reviews



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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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.
Topic 6	<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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q14-Q19):

NEW QUESTION # 14

Which of the following describes the difference between a basic deposit rule and a detail deposit rule?

- A. Basic deposit rules are populated from per-credit incentives, while detail deposit rules get their values from commission incentives.
- B. Basic deposit rules get their values from credits, while detail deposit rules get their values from an incentive.
- **C. Basic deposit rules get their values from an incentive, while detail deposit rules get their values from credits.**
- D. Basic deposit rules are populated from commission incentives, while detail deposit rules get their values from per-credit incentives.

Answer: C

NEW QUESTION # 15

You are managing organization data for your implementation.

Which of the following should you keep in mind regarding participants and positions? Note: There are 2 correct answers to this question.

- **A. Positions define specific jobs that participants perform within a company.**
- **B. One participant can be assigned to multiple positions, but one position CANNOT be assigned to multiple participants.**
- C. One position can be assigned to multiple participants, but one participant CANNOT be assigned to multiple positions.
- D. If no participant is assigned to a position, the position can still receive compensation.

Answer: A,B

NEW QUESTION # 16

What are some characteristics of a position? Note: There are 2 correct answers to this question.

- A. A position CANNOT have multiple participants at a given time.
- B. A position CANNOT be reused.
- C. A participant can have multiple positions at a given time.
- D. A position CANNOT be assigned directly to a plan.

Answer: B,C

NEW QUESTION # 17

You are running a Compensate and Pay pipeline.

What should you keep in mind regarding the selection of a calendar? Note: There are 3 correct answers to this question.

- A. You must specify the business unit and NOT the calendar.
- B. Pipelines can only be run for leaf-level calendar periods.
- C. If processing units are enabled, you must specify the processing unit and the calendar.
- D. You must specify the calendar to be used.
- E. Pipelines can be run for any level calendar period.

Answer: B,C,D

NEW QUESTION # 18

You notice that a balance from last month's calculations does NOT show in the current month. How can you prevent this from happening?

- A. Disable Allow Negative Payments under User Preferences.
- B. Enable Allow Negative Payments in Calculate and Pay.
- C. Disable Allow Negative Payments under System Preferences.
- D. Enable Allow Negative Payments under Global Settings.

Answer: C

NEW QUESTION # 19

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