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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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 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">• 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 (Q77-Q82):

NEW QUESTION # 77

How are released periods used in dashboard configuration? Note: There are 3 correct answers to this question.

- **A. Payees can view dashboards for released periods only.**
- **B. The administrator can release periods based on calendars.**
- **C. The administrator can release periods based on processing units.**
- D. Both administrators and payees can release periods.
- E. Payees can view results prior to pipeline completion.

Answer: A,B,C

NEW QUESTION # 78

Your organization has hired a new compensation administrator who needs the same permissions as the existing team members. A role called Comp Admins 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 SAP SuccessFactors Incentive Management, go to the Users workspace and create a new user, then assign the user to the Comp Admins role.**
- B. In Incentive Management Portal, go to User Administration and create a new internal user, then assign the user to the Comp Admins role.
- C. In Incentive Management Portal, go to User Administration and create a new admin user, then assign the user to the Comp Admins role.
- D. In SAP SuccessFactors Incentive Management, go to the Users workspace and create a new user, then assign the user to the Comp Admins business unit.

Answer: A

NEW QUESTION # 79

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

- **A. Dashboards can be created for custom calendars.**
- B. Dashboards do NOT use effective dates.
- **C. Dashboards can display past and futures dates.**
- D. Dashboards can contain up to 15 widgets.

Answer: A,C

NEW QUESTION # 80

Which of the following are period-based and must be associated with a calendar? Note: There are 2 correct answers to this question.

- **A. Results Data**
- **B. Payments and Balances**
- C. Event Types
- D. User Roles

Answer: A,B

NEW QUESTION # 81

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

- A. When a participant changes positions
- 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 is leaving an organization

Answer: D

NEW QUESTION # 82

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