# C-THR70-2505 Valid Exam Sims, C-THR70-2505 Reliable Test Tips



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### SAP C-THR70-2505 Exam Syllabus Topics:

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.
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.
<ul> <li>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.</li> </ul>
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Topic 4	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	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> <li>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.</li> </ul>

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## SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q48-Q53):

#### **NEW QUESTION #48**

Which of the following does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- A. The period to make the deposit
- B. Which payee gets credit for a deposit
- C. The aggregation of credits from transactions
- D. The amount of earnings to deposit

Answer: A,D

#### **NEW QUESTION #49**

Your company requires new sales representatives to reach 60 days of employment before receiving any bonus payment. How would you configure this in the compensation plan?

- A. Add a condition to an incentive rule.
- B. Add a conditional hold to a credit rule.
- C. Add a condition to a deposit rule.
- D. Add a conditional hold to a deposit rule.

Answer: D

#### **NEW QUESTION #50**

After running Compensate and Pay, you discover that a credit contains the wrong value. You determine the issue is caused by an incorrect value in the transaction. What is the best way to resolve this issue?

- A. Manually adjust the value of the credit and re-run the Allocate stage.
- B. Manually adjust the value of the transaction and re-run Compensate and Pay.
- C. Manually adjust the value of the credit and re-run Compensate and Pay.
- D. Manually adjust the value of the transaction and re-run the Allocate stage.

Answer: B

#### **NEW QUESTION #51**

Which of the following tasks can be completed in the Customizations workspace?

- A. Create additional classifier types.
- B. Make an attribute required.
- C. Rename a Position Group.
- D. Add a locale.

Answer: A

#### **NEW QUESTION #52**

When creating an incentive rule that calculates a commission that accelerates when a payee reaches 100% attainment, which of the following objects should you use to reference the commission rate?

- A. A fixed value variable
- B. A lookup table
- C. A fixed value
- D. A rate table variable

Answer: D

#### **NEW QUESTION #53**

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