

C_THR70_2505 Test Questions Fee - Reliable

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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q59-Q64):

NEW QUESTION # 59

Which of the following pipeline runs creates a new dataset that can be viewed in dashboards?

- A. Reset Data
- B. Approve Calculated Data
- C. Purge Approved Data
- D. Validate and Transfer

Answer: B

NEW QUESTION # 60

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

- A. The same rate table can be used to calculate both step and straight commissions.
- B. A rate table CANNOT contain a formula.
- C. A rate table can be used to calculate per-credit or aggregate commissions.
- D. A rate table can contain customized dimensions and indices.

Answer: A,C

NEW QUESTION # 61

Which of the following should be created as a participant? Note: There are 3 correct answers to this question.

- A. An internal sales rep
- B. A member of the finance team who approves compensation plans
- C. A compensation administrator user
- D. An external firm that is compensated for sales activity
- E. A report developer who does NOT need to view published reports

Answer: A,D,E

NEW QUESTION # 62

What should you avoid when working with titles? Note: There are 1 correct answers to this question.

- A. Keep the same name of a title over time.

- B. Assign the same name to both titles and positions.
- C. Assign a compensation plan to a title.
- D. Delete a title when it is no longer in use.

Answer: B

NEW QUESTION # 63

During which stage of the Compensate and Pay sequence are secondary measurements calculated?

- A. Allocate
- B. Reward
- C. Pay
- D. Classify

Answer: B

NEW QUESTION # 64

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