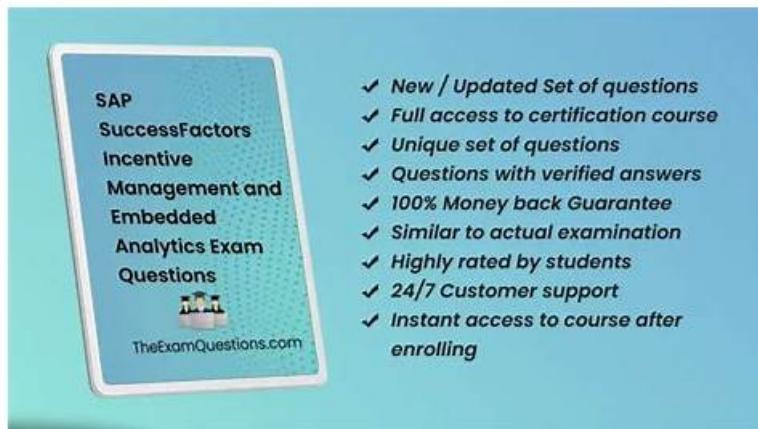


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### SAP C\_THR70\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <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>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q31-Q36):

### NEW QUESTION # 31

On which levels can you assign a variable to a compensation element?

- A. Plan, title, position, and default
- B. Plan, title, position, and business unit
- C. Plan, title, default, and business unit
- D. Plan, title, position, and position group

**Answer: A**

### NEW QUESTION # 32

What options can you set within the User Preferences workspace? Note: There are 3 correct answers to this question.

- A. Enable Processing Units
- B. Payment Threshold
- C. Default View Data
- D. Prompt Settings
- E. Default Business Unit

**Answer: B,D,E**

### NEW QUESTION # 33

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

- A. Leaf periods on a calendar CANNOT contain gaps or overlap.
- B. You CANNOT delete a period once a pipeline has been run for that period.
- C. You can have two rules with the same name, as long as they are on different calendars.
- D. Multiple calendars can be used only if processing units are enabled.

**Answer: A,B**

### NEW QUESTION # 34

Each sales representative receives 5% on each individual sale up to \$10000. Individual sales over \$10000 and up to \$15000 are paid at 10%. Any individual sales over \$15000 receive 15% commission. Which type of rule should you use to create this compensation structure?

- A. Indirect credit rule
- B. Secondary measurement rule
- C. Bonus incentive rule
- D. Per credit incentive rule

**Answer: C**

#### NEW QUESTION # 35

What are some of the benefits of using fixed values? Note: There are 2 correct answers to this question.

- A. They can reference a formula.
- B. They allow you to configure step commission calculations.
- C. They can have an associated variable to allow flexibility in rules.
- D. They can be referenced in multiple rules.

**Answer: A,D**

#### NEW QUESTION # 36

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