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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q69-Q74):

NEW QUESTION # 69

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

- A. Business Units control access to Organization Data.
- B. Calculation runs are completed separately for each Business Unit.
- C. You can assign multiple Business Units to a Processing Unit.
- D. You can share reference data across Business Units.

Answer: A,C

NEW QUESTION # 70

Which of the following are characteristics of an event type? Note: There are 3 correct answers to this question.

- A. It must be associated with a calendar.
- B. It can be used to filter transactions in primary measurement rules.
- C. It can be used to filter transactions in credit rules.
- D. It is a label used to identify types of transactions.
- E. It can be used to filter transactions in bonus incentive rules.

Answer: B,C,D

NEW QUESTION # 71

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

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

Answer: D

NEW QUESTION # 72

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

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

Answer: C,D,E

NEW QUESTION # 73

Which of the following tasks can be performed by a payee? Note: There are 2 correct answers to this question.

- A. Accept a compensation plan.
- B. Run Compensate and Pay.
- C. Submit a dispute.
- D. Create a dashboard.

Answer: A,C

NEW QUESTION # 74

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