C_THR70_2505 Reliable Braindumps Ebook - C_THR70_2505 PDF VCE

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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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	• 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 6	• 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 7	• 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 (Q39-Q44):

NEW QUESTION # 39
Which of the following is a characteristic of a compensation plan?

- A. It contains the organizational structure in a hierarchy.
- B. It contains the data privacy guidelines for the organization.
- C. It determines how transactions and orders are paid out to participants.
- D. It generates compensation results organized by Business Unit.

Answer: C

NEW QUESTION # 40
Each sales transaction contains the name of the position to be compensated for a sale.
Which type of rule would you create to allocate the transaction?

- A. A primary measurement rule that references a territory
- B. A direct credit rule that references a territory
- C. A primary measurement rule using preassigned transactions
- D. A direct credit rule using preassigned transactions

Answer: C

NEW QUESTION # 41

You are configuring a test system. A user would like to receive every e-mail sent by the system.
How can you configure this?

- A. In the Incentive Management Portal, go to Global Settings. Enter the user's email in the following field: Send Copy (cc) of All System Generated E-mails.
- B. In the Incentive Management Portal, go to Global Settings. Disable the following setting: Disable Site-wide System Generated E-mails for End Users.
- C. In SAP SuccessFactors Incentive Management, go to System Preferences. Enable the following setting: Send Copy (cc) of All System Generated E-mails.
- D. In SAP SuccessFactors Incentive Management, go to System Preferences. Disable the following setting: Disable Site-wide System Generated E-mails for End Users.

Answer: C

NEW QUESTION # 42

Which of the following is a characteristic of Rate Tables?

- A. They can calculate per-credit or aggregate commissions.
- B. They can calculate step commissions only.
- C. They always use attainment as the input.
- D. They depend on selections in the credit rule to make calculations.

Answer: A

NEW QUESTION # 43

What does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- A. The amount of incentive earnings to deposit
- B. The aggregation of credits from transactions
- C. The account to deposit into
- D. The period to make the deposit

Answer: A,D

NEW QUESTION # 44

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