

# **C\_THR70\_2505 Reliable Test Preparation - C\_THR70\_2505 Free Download Pdf**



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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<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>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<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 6	<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 7	<ul style="list-style-type: none"> <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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### **SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q21-Q26):**

#### **NEW QUESTION # 21**

Your customer requires that inactive participants be purged from the system after one year. Where can you manage this setting?

- A. In Sales Performance Home, modify the Data Protection policy under Global Settings.
- B. In Sales Performance Home, modify the Data Privacy policy under General Settings.
- C. In SAP Commissions, modify the purge settings under System Preferences.
- D. In SAP Commissions, modify the Data Protection policy under System Preferences.

**Answer: A**

#### **NEW QUESTION # 22**

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- A. Primary measurement rules
- B. Secondary measurement rules
- C. Incentive rules
- D. Indirect credit rules
- E. Detail deposit rules

**Answer: B,C,E**

### NEW QUESTION # 23

Which of the following most accurately describes a payee?

- A. A unique job role in an organization
- B. A recipient of the payments generated by the system
- C. The assignment of a participant to a position for a period of time
- D. A business user who can create and maintain plans and rules

**Answer: B**

### NEW QUESTION # 24

Which of the following are best practices when working with Variables? Note: There are 2 correct answers to this question.

- A. Always use a Variable in a rule instead of a compensation element.
- B. Always leave the Variable default assignment field empty.
- C. Set a default assignment for all Variables.
- D. Avoid using Variables because they increase processing time.

**Answer: A,C**

### NEW QUESTION # 25

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

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

**Answer: A,C,E**

### NEW QUESTION # 26

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