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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 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	• 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q73-Q78):

NEW QUESTION # 73
What should you avoid when working with titles? Note: There are 1 correct answers to this question.

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

Answer: A

NEW QUESTION # 74
Which of the following can you accomplish within the Customizations workspace? Note: There are 2 correct answers to this question.

- A. Create additional Classifier Types.
- B. Manage and create Variables.
- C. Manage and create attributes.
- D. Create Business Units.

Answer: A,C

NEW QUESTION # 75
Which of the following are characteristics of dashboards? Note: There are 3 correct answers to this question.

- A. Dashboards can be associated with a Plan or Title.
- B. Dashboards can display past and future periods.

- C. Dashboards can be created for custom calendars.
- D. Dashboards can contain up to 12 widgets of any type.
- E. Dashboards do NOT use effective dates.

Answer: A,B,E

NEW QUESTION # 76
You have created a credit rule and you would like your sales representatives to see the resulting credits in a dashboard with the name My Sales Credits.
How can you do this in the credit rule?

- A. In the Credits section of the credit rule, enter My Sales Credits in the Display Name for Reports field.
- B. In the Credits section of the credit rule, enter My Sales Credits in the Output Name field.
- C. In the Output section of the credit rule, enter My Sales Credits in the Output Name field.
- D. In the Output section of the credit rule, enter My Sales Credits in the Display Name for Reports field.

Answer: C

NEW QUESTION # 77
You wish to publish an Embedded Analytics story to a set of users in your organization. These users should only see data they are authorized to view.
How can you do this?

- A. Schedule a publication. In the Share Story dialog box, select Broadcast Mode.
- B. Create a team and add the users to the team. Set the permission on the team folder to Broadcast Mode.
- C. Create a team and add the users to the team. Set the permission on the team folder to Burst Mode.
- D. Schedule a publication. In the Share Story dialog box, select Burst Mode.

Answer: D

NEW QUESTION # 78
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