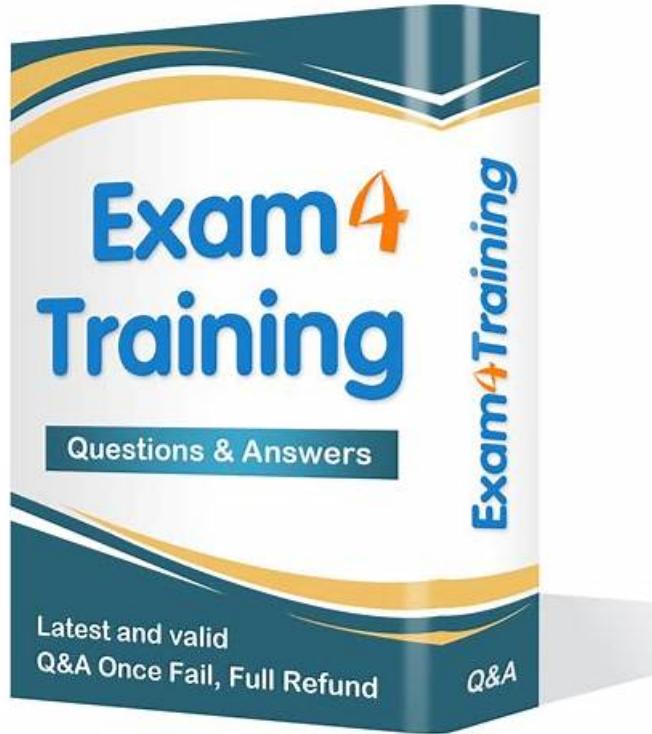


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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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	<ul style="list-style-type: none"> • 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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q59-Q64):

NEW QUESTION # 59

Your organization runs Compensate and Pay daily. You would like to update the data in your payee dashboards every Sunday night. What would be the best way to do this?

- A.
- B.
- **C.**
- D.

Answer: C

NEW QUESTION # 60

After running Compensate and Pay, you discover a credit contains the wrong value. You determine the issue is caused by an incorrect value in the transaction. What is the best way to resolve this issue?

- A. Manually adjust the value of the credit and re-run Compensate and Pay.
- **B. Modify the Territory used in the credit rule and re-run Compensate and Pay.**
- C. Modify the credit rule and re-run Compensate and Pay.
- D. Manually adjust the value of the transaction and re-run Compensate and Pay.

Answer: B

NEW QUESTION # 61

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. You can change the dates of a period after a Pipeline has been run without causing a disconnect in the results.

Answer: A,B

NEW QUESTION # 62

Which of the following is a characteristic of Fixed Values?

- A. Fixed Values CANNOT be used in Rate Tables.
- B. A Fixed Value can hold multiple values, one for each period.
- C. Fixed Values can contain Formulas and Lookup Tables.
- D. A Fixed Value can act as a placeholder in a rule.

Answer: C

NEW QUESTION # 63

What is the purpose of Excel Data Loader feature?

- A. Load Plan Objects.
- B. Load a small number of new records.
- C. Transform existing data.
- D. Load Lookup and Rate Table values.

Answer: B

NEW QUESTION # 64

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