

Valid C-THR70-2505 exam dumps ensure you a high C-THR70-2505 passing rate



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SAP C-THR70-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q40-Q45):

NEW QUESTION # 40

Your company pays a quarterly bonus one month after the end of each quarter. How would you configure this in the compensation plan?

- A. In the credit rule, set the hold type to Hold with Condition. Enter a date function to calculate 1 month from the current date.
- B. In the deposit rule, set the hold type to Period Type. Select the option to release this deposit 1 month from now.
- C. In the credit rule, set the hold type to Period Type. Select the option to release this credit 1 month from now.
- **D. In the deposit rule, set the hold type to Hold with Condition. Enter a date function to calculate 1 month from the current date.**

Answer: D

NEW QUESTION # 41

Which of the following stages make up the Compensate and Pay sequence of the pipeline?

- A. Reward, Pay, Post, and Finalize
- **B. Classify, Allocate, Reward, and Pay**
- C. Classify, Allocate, Pay, and Post
- D. Classify, Allocate, Reward, and Post

Answer: B

NEW QUESTION # 42

On which levels can you assign a variable to a compensation element?

- **A. Plan, title, position, and default**
- B. Plan, title, position, and business unit
- C. Plan, title, default, and business unit

- D. Plan, title, position, and position group

Answer: A

NEW QUESTION # 43

Which of the following are features of relationships? Note: There are 3 correct answers to this question.

- A. A roll relationship is an association of two positions used by SAP Commissions to process rolled values.
- B. In the Relationships workspace, you can create additional roll types and relationships.
- C. Companies use roll relationships to roll deposits from one position to another.
- D. As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting relationship by default.
- E. In the Relationships workspace, you CANNOT delete roll types.

Answer: A,C,D

NEW QUESTION # 44

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

- A. Variable assignments made at title level supersede assignments made at position level.
- B. A variable can be a placeholder for a lookup table.
- C. A variable can be associated with any type of compensation element.
- D. A variable can be assigned a default value.

Answer: B,D

NEW QUESTION # 45

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