

C_THR70_2505 Exam Topics Pdf - C_THR70_2505 Test Labs



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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • 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 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"> • 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 4	<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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q77-Q82):

NEW QUESTION # 77

You notice that a balance from last month's calculations does NOT show in the current month. How can you prevent this from happening?

- A. Disable Allow Negative Payments under User Preferences.
- B. Enable Allow Negative Payments under Global Settings.
- C. Enable Allow Negative Payments in Calculate and Pay.
- **D. Disable Allow Negative Payments under System Preferences.**

Answer: D

NEW QUESTION # 78

Which options can you set in the System Preferences workspace? Note: There are 3 correct answers to this question.

- A. Prompt Settings
- **B. Audit Logs Retention**
- C. User Role Permissions
- **D. Allow Negative Payments**
- **E. Language Support**

Answer: B,D,E

NEW QUESTION # 79

Which of the following are best practices regarding effective dates versioning? Note: There are 2 correct answers to this question.

- **A. When a participant leaves a position do NOT end date the position. Instead inactivate it by removing the participant from the position.**
- B. When retiring a position end date it by populating the effective end date with the last day of the position.
- C. Never end date a compensation rule. Instead inactivate it by removing the rule from all compensation plans.
- **D. Plans plan objects should only be versioned on a leaf period boundary.**

Answer: A,D

NEW QUESTION # 80

When creating an incentive rule that calculates a commission that accelerates when a payee reaches 100% attainment, which of the following objects should you use to reference the commission rate?

- A. A rate table variable
- B. A fixed value variable
- C. A lookup table
- D. A fixed value

Answer: A

NEW QUESTION # 81

What is the purpose of a classification rule?

- A. To define the details of the category hierarchy
- B. To organize products into categories
- C. To match fields on classifier records with assigned Variables
- D. To match fields on classifier records with fields on transactions

Answer: D

NEW QUESTION # 82

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