C-THR70-2505 Dumps Collection - C-THR70-2505 Test Papers

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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 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 (Q75-Q80):

NEW QUESTION # 75
What objects does the organization data include?

- A. Positions, participants, titles, and relationships
- B. Participants, positions, and titles
- C. Plans, plan wizard, rules, classifiers, and models
- D. Positions, participants, titles, relationships, and position groups

Answer: A

NEW QUESTION # 76
One of your employees is moving from their position as a sales representative to a position as an account executive on October 1. Their prior position will be filled by a new hire at a later date.
How can you manage this change?

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

Answer: D

NEW QUESTION # 77
What are some best practices when creating a participant? Note: There are 3 correct answers to this question.

- A. Use a generic date to represent the end of the participant's employment and use this date in rule instead of the termination date.
- B. End dating participants is always recommended.
- C. With single sign-on, use the position ID used by the company's current systems.

- D. Determine the user name/user ID format before adding participants to the system.
- E. Do NOT use the participant's name as a user name/user ID.

Answer: A,C,D

NEW QUESTION # 78
How are rate tables different from lookup tables? Note: There are 2 correct answers to this question.

- A. Rate tables can be used in any rule. Lookup tables can be used only in incentive rules.
- B. Rate tables can handle step commission. Lookup tables do NOT handle step commission.
- C. Rate tables can have more than one dimension. Lookup tables have a single dimension.
- D. Rate tables have a single dimension. Lookup tables can have more than one dimension.

Answer: B,D

NEW QUESTION # 79
What are some of the benefits of using fixed values? Note: There are 2 correct answers to this question.

- A. They can reference a formula.
- B. They can have an associated variable to allow flexibility in rules.
- C. They can be referenced in multiple rules.
- D. They allow you to configure step commission calculations.

Answer: A,C

NEW QUESTION # 80
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