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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">• 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 3	<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 4	<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 5	<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 6	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q47-Q52):

NEW QUESTION # 47

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

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

Answer: A,D,E

NEW QUESTION # 48

You are creating a distribution that sends all sales representatives an updated non-disclosure agreement for the new fiscal year. How would you do this in Plan Communicator?

- A. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected title to Sales Representative.
- B. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected position to Sales Representative.
- C. Create a plan document and set the Form Type to Other. When distributing the document, set the selected position to Sales Representative.
- D. Create a plan document and set the Form Type to Other. When distributing the document, set the selected title to Sales Representative.

Answer: D

NEW QUESTION # 49

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

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

Answer: A,D,E

NEW QUESTION # 50

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- A. Detail deposit rules
- B. Incentive rules
- C. Secondary measurement rules
- D. Indirect credit rules
- E. Primary measurement rules

Answer: A,B,C

NEW QUESTION # 51

For which account can you set up and manage specific default preferences?

- A. The administrator account only
- B. Your user account only
- C. Any user account in the system
- D. Any user for which you are a proxy

Answer: B

NEW QUESTION # 52

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