

# Authoritative SAP - C\_THR70\_2505 - SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Actual Exam Dumps



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## SAP C\_THR70\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q55-Q60):

### NEW QUESTION # 55

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: A**

### NEW QUESTION # 56

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: A**

#### NEW QUESTION # 57

Which of the following are characteristics of an event type? Note: There are 3 correct answers to this question.

- A. It can be used to filter transactions in bonus incentive rules.
- **B. It is a label used to identify types of transactions.**
- C. It must be associated with a calendar.
- **D. It can be used to filter transactions in primary measurement rules.**
- **E. It can be used to filter transactions in credit rules.**

**Answer: B,D,E**

#### NEW QUESTION # 58

Which of the following describes the difference between a basic deposit rule and a detail deposit rule?

- A. Basic deposit rules are populated from commission incentives, while detail deposit rules get their values from per-credit incentives.
- **B. Basic deposit rules get their values from an incentive, while detail deposit rules get their values from credits.**
- C. Basic deposit rules are populated from per-credit incentives, while detail deposit rules get their values from commission incentives.
- D. Basic deposit rules get their values from credits, while detail deposit rules get their values from an incentive.

**Answer: B**

#### NEW QUESTION # 59

You wish to move a set of new compensation plans from a development environment to production. What would you do to accomplish this?

- A. Export the plan data to an XML file and run the Import Data from Stage pipeline task in the production environment.
- **B. Export the plan data to an XML file and run the Import Plan Data pipeline task in the production environment.**
- C. Export the plan data to a CSV file and import the file in the Plans workspace in the production environment.
- D. Export the plan data to a CSV file and run the Import Plan Data pipeline task in the production environment.

**Answer: B**

#### NEW QUESTION # 60

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