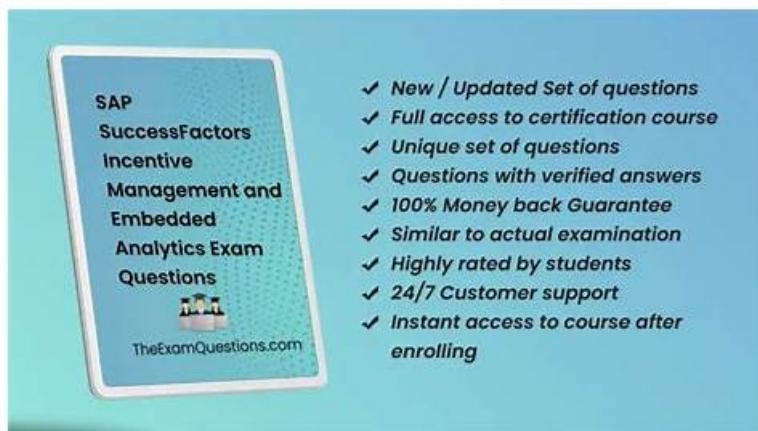


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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<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 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">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 5	<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 6	<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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q13-Q18):

NEW QUESTION # 13

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

- A. You CANNOT delete a period once a Pipeline has been run for that period.
- B. You can change the dates of a period after a Pipeline has been run without causing a disconnect in the results.
- C. You can have two rules with the same name, as long as they are on different Calendars.
- D. Leaf periods on a Calendar CANNOT contain gaps or overlap.

Answer: A,D

NEW QUESTION # 14

Which of the following are valid calculation mode types? Note: There are 3 correct answers to this question.

- A. Specific position
- B. New transactions only
- C. Specific position groups
- D. All transactions for all positions
- E. All transactions for new and modified positions

Answer: A,C,D

NEW QUESTION # 15

What is the purpose of Excel Data Loader feature?

- A. Transform existing data.
- B. Load a small number of new records.
- C. Load Plan Objects.
- D. Load Lookup and Rate Table values.

Answer: B

NEW QUESTION # 16

Which of the following can you do in a deposit rule? Note: There are 2 correct answers to this question.

- A. Put a hold on a deposit until a future period

- B. Prorate a payout for a bonus
- C. Aggregate credit amounts over time
- D. Assign an earning group

Answer: A,D

NEW QUESTION # 17

You are using embedded analytics to give your organization's data analysts insight into your compensation results. You would like to make it easy for your analysts to view these results by displaying business-friendly names for the compensation rules. How can you do this?

- A. Create a custom data model with the business-friendly names to replace the actual rule output names.
- B. Store the business-friendly names in a generic attribute in the compensation rules.
- C. Store the business-friendly names in the Output Name field in the compensation rules.
- D. **Store the business-friendly names in the For Reporting field in the compensation rules.**

Answer: D

NEW QUESTION # 18

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