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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">• 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 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">• 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.

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"> • 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q33-Q38):

NEW QUESTION # 33

Which of the following objects can be used to define a Territory? Note: There are 2 correct answers to this question.

- A. Advanced queries
- **B. Classifiers**
- C. Credit Types
- **D. Categories**

Answer: B,D

NEW QUESTION # 34

Which of the following settings are managed in System Preferences? Note: There are 2 correct answers to this question.

- **A. Add a locale**
- **B. Configure calculation settings**
- C. Add a default currency
- D. Allow users to change a password

Answer: A,B

NEW QUESTION # 35

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

- A. You can share reference data across Business Units.
- B. Calculation runs are completed separately for each Business Unit.
- **C. Business Units control access to Organization Data.**
- **D. You can assign multiple Business Units to a Processing Unit.**

Answer: C,D

NEW QUESTION # 36

Under which of the following circumstances would you create a Rate Table instead of a Lookup Table?

- A. If you are using a Variable
- **B. If you are using step commission**
- C. If the resulting unit type must be a percent
- D. If you need to derive a rate from a formula

Answer: B

NEW QUESTION # 37

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

- **A. Process all transactions for new and modified positions**
- **B. Process all transactions for all positions**
- C. Specific Position Groups
- D. Reverse all transactions for all positions
- **E. Specific position**

Answer: A,B,E

NEW QUESTION # 38

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