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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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 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"> • 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 6	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q10-Q15):

NEW QUESTION # 10

Each sales representative receives a 5% commission on total sales up to \$10000. Total Sales over \$10000 and up to \$15000 are paid at 10%. Total sales over \$15000 receive a 15% commission.

How would you configure this in a compensation plan?

- A. Create a basic incentive rule with a rate table using a straight rate.
- B. Create a direct credit rule with a rate table using a stepped rate.
- **C. Create a basic incentive rule with a rate table using a stepped rate.**
- D. Create a direct credit rule with a rate table using a straight rate.

Answer: C

NEW QUESTION # 11

Your customer requires that inactive participants be purged from the system after one year. Where can you manage this setting?

- A. In SAP Commissions, modify the Data Protection policy under System Preferences.
- **B. In Sales Performance Home, modify the Data Protection policy under Global Settings.**
- C. In Sales Performance Home, modify the Data Privacy policy under General Settings.
- D. In SAP Commissions, modify the purge settings under System Preferences.

Answer: B

NEW QUESTION # 12

What must you do before you can run a Pay pipeline independently?

- A. Only the Allocate stage needs to be completed.
- B. Successfully complete a Compensate and Pay pipeline.
- **C. Successfully complete the Classify, Allocate, and Reward stages.**
- D. Only the Reward stage needs to be completed.

Answer: C

NEW QUESTION # 13

Which of the following are advantages to using compensation elements in rules? Note: There are 3 correct answers to this question.

- A. They can be used to enforce security settings.
- B. They allow you to create and save advanced queries.
- **C. They have special abilities that allow tasks to be accomplished easily.**
- **D. They allow the encapsulation of data in distinct objects.**
- **E. They are effective dated, which simplifies change management.**

Answer: C,D,E

NEW QUESTION # 14

If a Processing Unit is enabled, which of the following applies? Note: There are 2 correct answers to this question.

- A. You must run Compensate and Pay before Classify.
- B. You CANNOT finalize an entire period for multiple Processing Units in a single pipeline run.
- **C. You can post an entire period for multiple Processing Units in a single pipeline run.**
- **D. You can finalize a group of positions in a single pipeline run.**

Answer: C,D

NEW QUESTION # 15

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