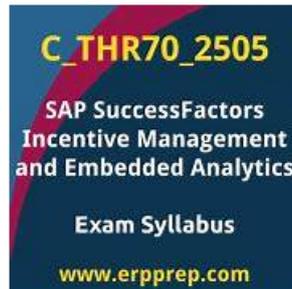


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SAP C-THR70-2505 Exam Syllabus Topics:

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"> • 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 3	<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 4	<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 5	<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 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q51-Q56):

NEW QUESTION # 51

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

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

Answer: A,B,E

NEW QUESTION # 52

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 # 53

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

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

Answer: C,D

NEW QUESTION # 54

Which of the following are the unique identifiers for a transaction?

- A. Order ID, line number, event type, and compensation date
- B. Order ID, line number, subline number, and compensation date
- C. Order ID, line number, subline number, and credit type
- D. Order ID, line number, subline number, and event type

Answer: A

NEW QUESTION # 55

How does the system behave when the Minimum Payment Threshold setting is populated?

- A. The pipeline will NOT generate payments greater than or equal to the payment threshold.
- B. The pipeline will NOT generate payments less than or equal to the payment threshold.
- C. The pipeline will NOT track negative payments as balances once the period is finalized.
- D. The pipeline will NOT generate payments for held deposits until they are released.

Answer: B

NEW QUESTION # 56

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