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## SAP C-THR70-2505 Exam Syllabus Topics:

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

Topic 4	<ul style="list-style-type: none"> <li>• <b>Compensation Plans and Rules:</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Administration and Security:</b> 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 (Q44-Q49):

#### NEW QUESTION # 44

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

**Answer: A**

#### NEW QUESTION # 45

Which of the following are period-based and must be associated with a calendar? Note: There are 2 correct answers to this question.

- A. Results Data
- B. Payments and Balances
- C. User Roles
- D. Event Types

**Answer: A,B**

#### NEW QUESTION # 46

Which of the following are best practices regarding effective dates and versioning? Note: There are 2 correct answers to this question.

- A. Plans and plan objects should only be versioned on a leaf period boundary.
- B. Never end date a compensation rule. Instead, inactivate it by removing the rule from all compensation plans.
- C. When a participant leaves a position, do NOT end date the position. Instead, inactivate it by removing the participant from

the position.

- D. When retiring a position, end date it by populating the effective end date with the last day of the position.

**Answer: A,C**

#### NEW QUESTION # 47

What is the leaf-level record in a category hierarchy?

- **A. Classifier**
- B. Root category
- C. Product
- D. Subcategory

**Answer: A**

#### NEW QUESTION # 48

What should you avoid when working with titles? Note: There are 1 correct answers to this question.

- A. Delete a title when it is no longer in use.
- **B. Assign the same name to both titles and positions.**
- C. Keep the same name of a title over time.
- D. Assign a compensation plan to a title.

**Answer: B**

#### NEW QUESTION # 49

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