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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"> 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"> 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 4	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q63-Q68):

NEW QUESTION # 63

Which of the following is a characteristic of rate tables? Note: There are 2 correct answers to this question.

- A. They depend on selections in the credit rule to make calculations.
- B. They can calculate per-credit or aggregate commissions.
- C. They can be used for both step and straight commissions.
- D. They can have up to three rate tiers.

Answer: B,C

NEW QUESTION # 64

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 rate is stored in a field on the position record
- D. If you need to derive a rate from a formula

Answer: B

NEW QUESTION # 65

You notice that a balance from last month's calculations does NOT show in the current month. How can you prevent this from happening?

- A. Enable Allow Negative Payments under Global Settings.
- B. Disable Allow Negative Payments under System Preferences.

- C. Disable Allow Negative Payments under User Preferences.
- D. Enable Allow Negative Payments in Calculate and Pay.

Answer: B

NEW QUESTION # 66

What is a best practice regarding rolling results data?

- A. Roll at the measurement or incentive level.
- B. Create multiple plans with a variety of formulas to roll results data.
- C. Use a Variable any time you create a roll relationship.
- D. Roll at the direct credit level.

Answer: D

NEW QUESTION # 67

One of your sales representatives is leaving the organization, and another new hire will take on their position. What is the best way to manage this with regard to organization data?

- A. Create a new version of the participant and update the participant information with the information of the new sales representative.
- B. Create a new version of the position and assign the new sales representative to the new version.
- C. End date the position, create a new position, and assign the new sales representative to the new position.
- D. End date the participant record for the former sales representative and create a new participant record for the new sales representative. Assign the new sales representative to the position.

Answer: D

NEW QUESTION # 68

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