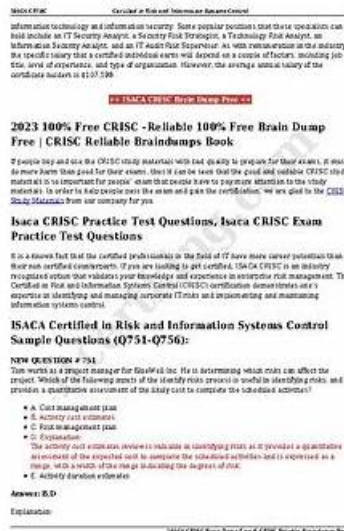


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SAP C_THR70_2505 Exam Syllabus Topics:

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"> • 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"> • 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 4	<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 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"> • 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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q71-Q76):

NEW QUESTION # 71

For which account can you set up and manage specific default preferences?

- A. Any user account in the system
- **B. Your user account only**
- C. Any user for which you are a proxy
- D. The administrator account only

Answer: B

NEW QUESTION # 72

Your organization has hired a new compensation administrator who needs the same permissions as the existing team members. A role called Comp Admins with the correct permissions exists in the system.

What must you do to give the new hire the same permissions as the rest of the team?

- A. In Incentive Management Portal, go to User Administration and create a new admin user, then assign the user to the Comp Admins role.
- **B. In SAP SuccessFactors Incentive Management, go to the Users workspace and create a new user, then assign the user to the Comp Admins role.**
- C. In Incentive Management Portal, go to User Administration and create a new internal user, then assign the user to the Comp Admins role.
- D. In SAP SuccessFactors Incentive Management, go to the Users workspace and create a new user, then assign the user to the Comp Admins business unit.

Answer: B

NEW QUESTION # 73

What is the purpose of a classification rule?

- **A. To match fields on classifier records with fields on transactions**
- B. To match fields on classifier records with assigned Variables
- C. To organize products into categories
- D. To define the details of the category hierarchy

Answer: A

NEW QUESTION # 74

Before running the Post-Calculation stage, which of the following is recommended? Note: There are 2 correct answers to this question.

- A. Review the verbose log files.
- B. Run Compensate and Pay in full mode.
- **C. Review the Classify stage results to ensure accuracy.**
- **D. Run the Finalize stage to prevent compensation from being paid.**

Answer: C,D

NEW QUESTION # 75

Each sales representative receives 5% on each individual sale up to \$10000. Individual sales over \$10000 and up to \$15000 are paid at 10%. Any individual sales over \$15000 receive 15% commission. Which type of rule should you use to create this compensation structure?

- A. Per credit incentive rule
- B. Indirect credit rule
- C. Secondary measurement rule
- **D. Bonus incentive rule**

Answer: D

NEW QUESTION # 76

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