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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 4	<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 5	<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 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 (Q65-Q70):

NEW QUESTION # 65

Before running Post, which of the following is recommended?

- A. Run Compensate and Pay with Update Analytics to populate dashboards.
- B. Run the Pay stage for each position group.
- C. Review the Classify stage results to ensure accuracy.
- D. **Run Compensate and Pay in full mode.**

Answer: D

NEW QUESTION # 66

In embedded analytics, one set of users should be able to create new stories and edit new stories, but should NOT create folders or share stories with other users. How would you set up permissions for these users?

- A. Assign the users to a group with Viewer permission.
- B. Assign the users to a group with Authenticated permission.
- C. **Assign the users to a group with Author permission.**
- D. Assign the users to a group with Creator permission.

Answer: C

NEW QUESTION # 67

What options can you set within the User Preferences workspace? Note: There are 3 correct answers to this question.

- A. Default Business Unit
- B. Default View Data
- C. Prompt Settings
- D. Payment Threshold
- E. Enable Processing Units

Answer: A,C,D

NEW QUESTION # 68

What is the purpose of Excel Data Loader feature?

- A. Load Lookup and Rate Table values.
- B. Load Plan Objects.
- C. Load a small number of new records.
- D. Transform existing data.

Answer: C

NEW QUESTION # 69

Upon receiving a dispute notification, what options are available to the manager in the dispute form? Note: There are 3 correct answers to this question

- A. Request more information regarding the dispute
- B. Approve the dispute
- C. Reject the dispute
- D. Delete the dispute
- E. Accept the dispute

Answer: A,C,E

NEW QUESTION # 70

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