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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">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">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 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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q27-Q32):

NEW QUESTION # 27

For which of the following audiences can you create a dashboard? Note: There are 3 correct answers to this question.

- A. All payees in the same business unit
- B. All payees with the same calendar
- C. All payees with the same compensation plan
- D. All payees in the organization
- E. All payees with the same title

Answer: C,D,E

NEW QUESTION # 28

What are some characteristics of a secondary measurement rule? Note: There are 2 correct answers to this question.

- A. It uses a territory to aggregate credit values.
- B. It can retrieve values from a commission incentive rule.
- C. It can be used to perform additional calculations on a primary measurement.
- D. It can be used to produce a calculated result such as attainment.

Answer: C,D

NEW QUESTION # 29

Which of the following describes the difference between a basic deposit rule and a detail deposit rule?

- A. Basic deposit rules get their values from credits, while detail deposit rules get their values from an incentive.
- B. Basic deposit rules get their values from an incentive, while detail deposit rules get their values from credits.
- C. Basic deposit rules are populated from commission incentives, while detail deposit rules get their values from per-credit incentives.
- D. Basic deposit rules are populated from per-credit incentives, while detail deposit rules get their values from commission incentives.

Answer: B

NEW QUESTION # 30

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

- A. They are a required field on the credit output.
- B. They are used in credits to define Territories.
- C. They are an optional field within the system.
- D. They are used to identify credits by product or sale type.

Answer: A,D

NEW QUESTION # 31

During which stage of the Compensate and Pay sequence are secondary measurements calculated?

- A. Classify
- B. Pay
- C. Allocate
- D. Reward

Answer: D

NEW QUESTION # 32

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