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### SAP C\_THR70\_2505 Exam Syllabus Topics:

| Topic | Details |
|-------|---------|
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|---------|--|
| Topic 1 | <ul style="list-style-type: none"> <li>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.</li> </ul>  |
| Topic 2 | <ul style="list-style-type: none"> <li>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.</li> </ul>   |
| Topic 3 | <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 4 | <ul style="list-style-type: none"> <li>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.</li> </ul> |

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

### NEW QUESTION # 63

What are the characteristics of end dating an object? Note: There are 2 correct answers to this question.

- A. If you end date a position or participant, it is deleted from the system.
- B. If a participant has non-zero results data in a period, you can set the end date for the participant to the last day of the period.
- C. You can end date a position or participant version if there is NO results data associated with that version.
- D. If the Credit End and Process End fields on a position extend beyond the effective end date, the position continues to be processed.

**Answer: A,D**

### NEW QUESTION # 64

Before running Post, which of the following is recommended?

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

**Answer: A**

### NEW QUESTION # 65

What must you do before you can run a Pay pipeline independently?

- A. Only the Allocate stage needs to be completed.
- B. Successfully complete the Classify, Allocate, and Reward stages.
- C. Successfully complete a Compensate and Pay pipeline.
- D. Only the Reward stage needs to be completed.

**Answer: B**

## NEW QUESTION # 66

Which of the following features of SAP Commissions contribute to upholding data privacy regulations? Note: There are 2 correct answers to this question.

- A. Block an individual participant from a purge.
- B. Set the retention period for purge jobs.
- C. Automatically purge customer data.
- D. Block an individual position from a purge.

**Answer: A,B**

## NEW QUESTION # 67

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

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

**Answer: B,C,E**

## NEW QUESTION # 68

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