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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q80-Q85):

NEW QUESTION # 80
Which of the following is used to aggregate deposits into a single payment?

- A. Earning groups
- B. Position groups
- C. Event types
- D. Earning codes

Answer: A

NEW QUESTION # 81
Which of the following can be configured under the Data Protection Policy section of Global Settings? Note: There are 3 correct answers to this question.

- A. Retention Period for Purge Jobs
- B. Purge Now
- C. Block User Purge
- D. Purge Frequency in Days
- E. Download Personal Data

Answer: A,B,D

NEW QUESTION # 82
Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- A. Secondary measurement
- B. Credit
- C. Incentive
- D. Deposit
- E. Primary measurement

Answer: A,C,D

NEW QUESTION # 83
On which levels can you assign a variable to a compensation element?

- A. Plan, title, position, and business unit
- B. Plan, title, default, and business unit
- C. Plan, title, position, and default
- D. Plan, title, position, and position group

Answer: C

NEW QUESTION # 84
You are configuring SAP Commissions to allow single sign-on. Which of the following authentication settings should you use?

- A. Enable the Require Authentication for Proxy Log-in setting.
- B. Disable the Allow Users to Change Password setting.
- C. Enable the Usernames are Case-Sensitive on Login Page setting.
- D. Enable the Allow Users to Change Password setting.

Answer: A

NEW QUESTION # 85
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