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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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.
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"> • 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 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"> • 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 6	<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 7	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q29-Q34):

NEW QUESTION # 29

You are running Compensate and Pay daily but would like to update the data visible in Embedded Analytics only once a week. How would you do this?

- A. In the Incentive Management Portal - Global Data, enable the Enable Released Periods switch. Run Compensate and Pay daily. Run Compensate and Pay followed by Approve Calculated Data weekly.
- B. In the Incentive Management Portal - Global Data, enable the Approve Calculated Data switch. Run Compensate and Pay daily. Run Compensate and Pay followed by Approve Calculated Data weekly.
- C. Submit a support ticket to enable Approve Calculated Data in your system. Run Compensate and Pay daily. Run Compensate and Pay followed by Approve Calculated Data weekly.
- **D. In the Incentive Management Portal - Global Data, enable the Enable Released Periods switch. Run Compensate and Pay daily. Manually release the period weekly.**

Answer: D

NEW QUESTION # 30

Which of the following are calculated during the Pay stage of the calculation?

- A. Trial balances and posted balances
- B. Posted balances and finalized balances
- C. Posted payments and posted balances
- **D. Trial payments and trial balances**

Answer: D

NEW QUESTION # 31

Your customer requires that inactive participants be purged from the system after one year. Where can you manage this setting?

- A. In Sales Performance Home, modify the Data Privacy policy under General Settings.
- B. In SAP Commissions, modify the Data Protection policy under System Preferences.
- C. In SAP Commissions, modify the purge settings under System Preferences.
- **D. In Sales Performance Home, modify the Data Protection policy under Global Settings.**

Answer: D

NEW QUESTION # 32

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

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

Answer: A,B,C

NEW QUESTION # 33

Which of the following most accurately describes a payee?

- A. A unique job role in an organization.
- B. The assignment of a participant to a position for a period of time.
- **C. An employee or external entity who receives incentive compensation.**
- D. An entity who is a user in SAP Commissions.







Answer: C

NEW QUESTION # 34

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