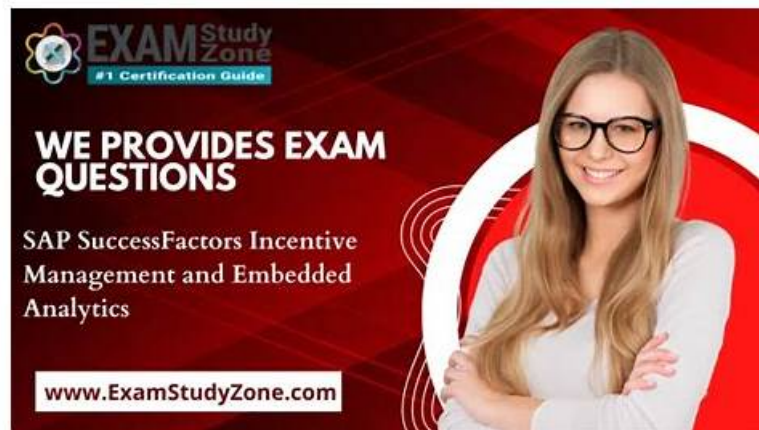


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SAP C-THR70-2505 Exam Syllabus Topics:

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	• 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 3	• 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 4	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q78-Q83):

NEW QUESTION # 78

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

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

Answer: C

NEW QUESTION # 79

How are rate tables different from lookup tables? Note: There are 2 correct answers to this question.

- A. Rate tables can have more than one dimension. Lookup tables have a single dimension.
- B. Rate tables can handle step commission. Lookup tables do NOT handle step commission.
- C. Rate tables can be used in any rule. Lookup tables can be used only in incentive rules.
- D. Rate tables have a single dimension. Lookup tables can have more than one dimension.

Answer: B,D

NEW QUESTION # 80

Each sales representative receives 5% on each individual sale up to \$10000. Individual sales over \$10000 and up to \$15000 are paid at 10%. Any individual sales over \$15000 receive 15% commission. Which type of rule should you use to create this compensation structure?

- A. Bonus incentive rule
- B. Secondary measurement rule
- C. Per credit incentive rule
- D. Indirect credit rule

Answer: A

NEW QUESTION # 81

What are some of the benefits of using Fixed Values? Note: There are 3 correct answers to this question.

- A. They allow you to manage Territories for Positions.
- B. They allow you to preset values for different periods.
- C. They can be referenced in Formulas and Rate Tables.
- D. They allow you to configure step commission calculations.
- E. They can be effective dated.

Answer: B,C,E

NEW QUESTION # 82

What is a best practice regarding rolling results data?

- A. Roll at the measurement or incentive level.
- B. Create multiple plans with a variety of formulas to roll results data.
- **C. Roll at the direct credit level.**
- D. Use a Variable any time you create a roll relationship.

Answer: C

NEW QUESTION # 83

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