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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> • 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	<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 4	<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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q34-Q39):

NEW QUESTION # 34

If a Processing Unit is enabled, which of the following applies? Note: There are 2 correct answers to this question.

- A. You CANNOT finalize an entire period for multiple Processing Units in a single pipeline run.
- B. You can post an entire period for multiple Processing Units in a single pipeline run.
- C. You can finalize a group of positions in a single pipeline run.
- D. You must run Compensate and Pay before Classify.

Answer: B,C

NEW QUESTION # 35

Before running Post, which of the following is recommended?

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

Answer: D

NEW QUESTION # 36

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

- A. You can change the dates of a period after a Pipeline has been run without causing a disconnect in the results.
- B. You CANNOT delete a period once a Pipeline has been run for that period.
- C. You can have two rules with the same name, as long as they are on different Calendars.
- D. Leaf periods on a Calendar CANNOT contain gaps or overlap.

Answer: B,D

NEW QUESTION # 37

Which of the following are valid calculation mode types? Note: There are 3 correct answers to this question.

- A. Specific position groups
- B. All transactions for all positions
- C. Specific position

- D. New transactions only
- E. All transactions for new and modified positions

Answer: A,B,C

NEW QUESTION # 38

You wish to publish an Embedded Analytics story to a set of users in your organization. These users should only see data they are authorized to view.

How can you do this?

- **A. Schedule a publication. In the Share Story dialog box, select Burst Mode.**
- B. Create a team and add the users to the team. Set the permission on the team folder to Broadcast Mode.
- C. Create a team and add the users to the team. Set the permission on the team folder to Burst Mode.
- D. Schedule a publication. In the Share Story dialog box, select Broadcast Mode.

Answer: A

NEW QUESTION # 39

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