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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q31-Q36):

NEW QUESTION # 31

In embedded analytics, one set of users should be able to create new stories and edit new stories, but should NOT create folders or share stories with other users. How would you set up permissions for these users?

- A. Assign the users to a group with Creator permission.
- B. Assign the users to a group with Viewer permission.
- C. Assign the users to a group with Authenticated permission.
- **D. Assign the users to a group with Author permission.**

Answer: D

NEW QUESTION # 32

Which of the following stages make up the Compensate and Pay sequence of the pipeline?

- A. Classify, Allocate, Pay, and Post
- **B. Classify, Allocate, Reward, and Pay**
- C. Reward, Pay, Post, and Finalize
- D. Classify, Allocate, Reward, and Post

Answer: B

NEW QUESTION # 33

Which of the following can you accomplish within the Customizations workspace? Note: There are 2 correct answers to this question.

- **A. Create additional classifier types**
- B. Specify if an attribute is required
- C. Manage and create variables
- **D. Manage and create attributes**

Answer: A,D

NEW QUESTION # 34

What objects does the organization data include?

- A. Participants, positions, and titles
- B. Positions, participants, titles, relationships, and position groups
- **C. Positions, participants, titles, and relationships**
- D. Plans, plan wizard, rules, classifiers, and models

Answer: C

NEW QUESTION # 35

For which objects can you create a Variable? Note: There are 3 correct answers to this question.

- **A. Territory**
- B. Classifier
- C. Formula
- **D. Rate Table**
- **E. Lookup Table**

Answer: A,D,E

NEW QUESTION # 36

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