

C-THR70-2505 Exams Training - C-THR70-2505 Exam Vce Format



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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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	<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 5	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q47-Q52):

NEW QUESTION # 47

For which of the following audiences can you create a dashboard? Note: There are 3 correct answers to this question.

- A. All payees with the same compensation plan
- B. All payees with the same calendar
- C. All payees in the organization
- D. All payees with the same title
- E. All payees in the same business unit

Answer: A,C,D

NEW QUESTION # 48

It is the end of the month and you have already run Compensate and Pay. Several additional transactions come through at the last minute. What should you do before you run Post?

- A. Close the period by running Finalize.
- B. Run the pipeline in Full Mode.
- C. Leave the transactions for the next month.
- D. Run the pipeline in Incremental Mode.

Answer: D

NEW QUESTION # 49

One of your employees is moving from their position as a sales representative to an account executive on March 1. Their prior position will be filled by a new hire at a later date. How can you manage this change?

- A. Remove the employee's name from the Participant field on the Sales Representative position. Change the credit end date on the Sales Representative position to February 28. Add the employee's name to the Participant field on the Account Executive position.

- B. Create a new effective version of the Sales Representative position with a start date of March 1. Remove the employee's name from the Participant field of the Sales Representative position. Create a new effective version of the Account Executive position with a start date of March 1. Add the employee to the participant field in the new version.
- C. Create a new effective version of the sales representative position with a start date of March 1. Remove the employee's name from the Participant field in the new version. Change the Participant field on the Account Executive position to the employee's name.
- C. Leave the employee assigned as the Participant for the Sales Representative position. Create a new effective version of the Account Executive position. Add the employee's name to the Participant field on the Account Executive position. Change the credit start date on the Account Executive Position to March 1.

Answer: B

NEW QUESTION # 50

A sales representative earns a monthly commission of \$5000. A portion of that is rolled to the sales representative's manager, but does NOT roll to the sales representative's regional manager. What is this an example of?

- A. Rolling measurement and incentives
- B. Rolling category hierarchy results
- C. Rolling credits results
- D. Rolling deposit results

Answer: C

NEW QUESTION # 51

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

- A. Dashboards can display past and future dates.
- B. Dashboards can be created for custom calendars.
- C. Dashboards can contain up to 15 widgets.
- D. Dashboards do NOT use effective dates.

Answer: A,B

NEW QUESTION # 52

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