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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 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 (Q29-Q34):

NEW QUESTION # 29

Each sales transaction contains the name of the position to be compensated for a sale. Which type of rule would you create to allocate the transaction?

- A. An indirect credit rule that references a Territory.
- B. A direct credit rule that references a Territory.
- C. A direct credit rule using pre-assigned transactions.
- **D. An indirect credit rule using pre-assigned transactions.**

Answer: D

NEW QUESTION # 30

Your compensation plan has three deposits for one of your payees. Deposit 1 has a value of \$2000 with an Earning Code of Hardware Sales and an Earning Group of Commission. Deposit 2 has a value of \$4500 with an Earning Code of Router Sales and an Earning Group of Commission. Deposit 3 has a value of \$8000 with an Earning Code of Sales Bonus and an Earning Group of Quarterly Commissions Bonus. Given this scenario, how many payments would result from these deposits and for what amounts?

- A. One payment for \$14500
- B. Two payments: Payment 1 for \$4500 and Payment 2 for \$10000
- C. Three payments: Payment 1 for \$2000, Payment 2 for \$4500, and Payment 3 for \$8000
- **D. Two payments: Payment 1 for \$6500 and Payment 2 for \$8000**

Answer: D

NEW QUESTION # 31

Which of the following is an accurate statement regarding the pipeline? There are 2 correct answers to this question.

- A. It requires a separate process to populate dashboards.
- B. It can generate payments, but NOT balances.
- **C. It can be used to import plan data.**
- **D. It is the processing engine that performs calculations.**

Answer: C,D

NEW QUESTION # 32

A sales representative's compensation plan stipulates that for every transaction, 2% of that transaction goes to their direct manager. In addition, the regional manager receives 1% of all transactions from all sales representatives and managers within their given region. Which rule type should you use for this rolling relationship?

- A. Primary measurement rule
- B. Direct credit rule
- **C. Indirect credit rule**
- D. Secondary measurement rule

Answer: C

NEW QUESTION # 33

Which of the following is used to aggregate deposits into one payment?

- A. Position Groups
- B. Event Types
- **C. Earning Groups**
- D. Earning Codes

Answer: C

NEW QUESTION # 34

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