

Sure C_THR70_2505 Pass - Reliable C_THR70_2505 Exam Papers



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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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"> • 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 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 (Q34-Q39):

NEW QUESTION # 34

You wish to prevent balances from being carried to the next period. How can you do this?

- A. Run the calculation with the Pay stage deactivated.
- B. Run the calculation with the Reward stage deactivated.
- **C. Enable Allow Negative Payments under System Preferences.**
- D. Enable Allow Negative Payments under Global Settings.

Answer: C

NEW QUESTION # 35

Each sales representative receives 5% on each individual sale up to \$10000. Individua 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. Per credit incentive rule
- B. Secondary measurement rule
- **C. Bonus incentive rule**
- D. Indirect credit rule

Answer: C

NEW QUESTION # 36

What are some of the benefits of using fixed values? Note: There are 2 correct answers to this question.

- A. They can have an associated variable to allow flexibility in rules.
- **B. They can reference a formula.**
- C. They allow you to configure step commission calculations.
- **D. They can be referenced in multiple rules.**

Answer: B,D

NEW QUESTION # 37

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

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

Answer: A,D

NEW QUESTION # 38

When would you set a termination date for a participant record?

- A. When a participant changes positions
- B. When you NO longer want the commissions calculation to be processed
- C. When you want to delete a participant from the system
- D. When a participant is leaving an organization

Answer: D

NEW QUESTION # 39

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