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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 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"> 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 5	<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 6	<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 (Q14-Q19):

NEW QUESTION # 14

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

- A. You CANNOT delete a period once a pipeline has been run for that period.
- B. Leaf periods on a calendar CANNOT contain gaps or overlap.
- C. Multiple calendars can be used only if processing units are enabled.
- D. You can have two rules with the same name, as long as they are on different calendars.

Answer: A,B

NEW QUESTION # 15

What is the leaf-level unique identifier in a category hierarchy?

- A. Classifier
- B. Category
- C. Root category
- D. Subcategory

Answer: C

NEW QUESTION # 16

Which of the following should be created as a participant? Note: There are 3 correct answers to this question.

- A. An external firm that is compensated for sales activity
- B. A member of the finance team who approves compensation plans
- C. A compensation administrator user
- D. A report developer who does NOT need to view published reports

- E. An internal sales rep

Answer: A,D,E

NEW QUESTION # 17

You notice that a balance from last month's calculations does NOT show in the current month. How can you prevent this from happening?

- A. Enable Allow Negative Payments in Calculate and Pay.
- B. Disable Allow Negative Payments under User Preferences.
- C. **Disable Allow Negative Payments under System Preferences.**
- D. Enable Allow Negative Payments under Global Settings.

Answer: C

NEW QUESTION # 18

How are Rate Tables different from Lookup Tables? Note: There are 2 correct answers to this question.

- A. Rate Tables CANNOT handle step commissions. Lookup Tables can handle step commissions.
- B. Rate Tables can be used in any rule. Lookup Tables can be used only in incentive rules.
- C. **Rate Tables can be effective dated. Lookup Tables CANNOT be effective dated, but each cell in the matrix can be effective dated.**
- D. Rate Tables have a single dimension. Lookup Tables can have more than one dimension.

Answer: C,D

NEW QUESTION # 19

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