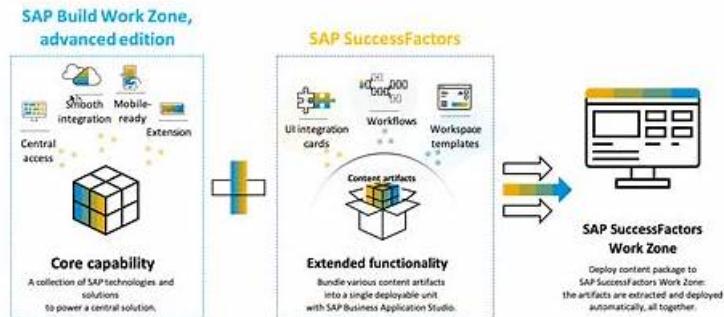


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SAP C_THR70_2505 Exam Syllabus Topics:

| Topic | Details |
|---------|---|
| Topic 1 | <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 2 | <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 3 | <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 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. |

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q77-Q82):

NEW QUESTION # 77

What is the purpose of resetting pipeline data?

- A. To mark data as reset without deleting it
- B. To remove pipeline data that is no longer required
- C. To clear the data in dashboards
- D. To re-run the Compensation and Pay pipeline for the same period

Answer: A

NEW QUESTION # 78

Which of the following are period-based and must be associated with a calendar? Note: There are 2 correct answers to this question.

- A. User Roles
- B. Results Data
- C. Payments and Balances
- D. Event Types

Answer: B,C

NEW QUESTION # 79

Which of the following can you do in a deposit rule? Note: There are 2 correct answers to this question.

- A. Aggregate credit amounts over time
- B. Prorate a payout for a bonus
- C. Assign an earning group
- D. Put a hold on a deposit until a future period

Answer: C,D

NEW QUESTION # 80

You are creating a distribution that sends all sales representatives an updated non-disclosure agreement for the new fiscal year. How would you do this in Plan Communicator?

- A. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected position to Sales Representative.
- B. Create a plan document and set the Form Type to Other. When distributing the document, set the selected title to Sales Representative.
- C. Create a plan document and set the Form Type to Other. When distributing the document, set the selected position to Sales Representative.
- D. Create a plan document and set the Form Type to Plan. When distributing the document, set the selected title to Sales Representative.

Answer: B

NEW QUESTION # 81

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

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

Answer: B,C

NEW QUESTION # 82

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