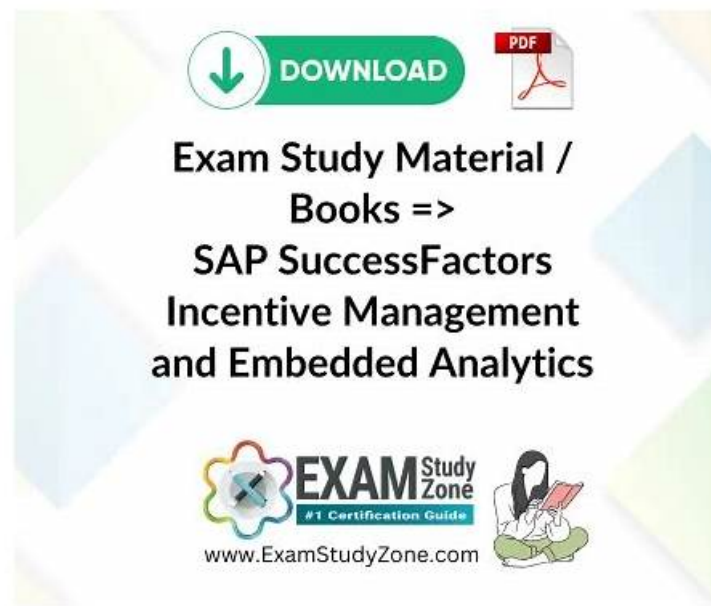


The Best SAP - New C-THR70-2505 Study Notes



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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">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 3	<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 4	<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 5	<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 6	<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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q44-Q49):

NEW QUESTION # 44

Which of the following are best practices regarding effective dates versioning? Note: There are 2 correct answers to this question.

- A. When retiring a position end date it by populating the effective end date with the last day of the position.
- **B. Plans plan objects should only be versioned on a leaf period boundary.**
- C. Never end date a compensation rule. Instead inactivate it by removing the rule from all compensation plans.
- **D. When a participant leaves a position do NOT end date the position. Instead inactivate it by removing the participant from the position.**

Answer: B,D

NEW QUESTION # 45

Which of the following does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- **A. The amount of earnings to deposit**
- **B. The period to make the deposit**
- C. Which payee gets credit for a deposit
- D. The aggregation of credits from transactions

Answer: A,B

NEW QUESTION # 46

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

Answer: B

NEW QUESTION # 47

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

- A. Calculation runs are completed separately for each Business Unit.
- **B. Business Units control access to Organization Data.**
- C. You can share reference data across Business Units.
- **D. You can assign multiple Business Units to a Processing Unit.**

Answer: B,D

NEW QUESTION # 48

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

- **A. They are used to identify credits by product or sale type.**
- B. They are an optional field within the system.
- C. They are used in credits to define Territories.
- **D. They are a required field on the credit output.**


Answer: A,D

NEW QUESTION # 49

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