

Valid C-THR70-2505 Test Objectives & Exam C-THR70-2505 Overviews



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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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	• 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 6	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q79-Q84):

NEW QUESTION # 79

Which of the following settings are managed in System Preferences? Note: There are 2 correct answers to this question.

- A. Configure calculation settings
- B. Allow users to change a password
- C. Add a default currency
- D. Add a locale

Answer: A,D

NEW QUESTION # 80

Your customer requires that inactive participants be purged from the system after one year. Where can you manage this setting?

- A. In SAP Commissions, modify the Data Protection policy under System Preferences.
- B. In Sales Performance Home, modify the Data Privacy policy under General Settings.
- C. In Sales Performance Home, modify the Data Protection policy under Global Settings.
- D. In SAP Commissions, modify the purge settings under System Preferences.

Answer: C

NEW QUESTION # 81

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

- A. Dashboards can be created for custom calendars.
- B. Dashboards can display past and futures dates.
- C. Dashboards do NOT use effective dates.
- D. Dashboards can contain up to 15 widgets.

Answer: A,B

NEW QUESTION # 82

What can you use a deposit rule for? Note: There are 2 correct answers to this question.

- A. Put a hold on all or part of a deposit until a future period.
- B. Classify transaction data by product group.
- C. Aggregate credit amounts over time.
- D. Combine multiple incentives into a single deposit.

Answer: A,D

NEW QUESTION # 83

You wish to publish an Embedded Analytics story to a set of users in your organization. These users should only see data they are authorized to view.

How can you do this?

- A. Create a team and add the users to the team. Set the permission on the team folder to Broadcast Mode.
- B. Schedule a publication. In the Share Story dialog box, select Burst Mode.
- C. Schedule a publication. In the Share Story dialog box, select Broadcast Mode.
- D. Create a team and add the users to the team. Set the permission on the team folder to Burst Mode.

Answer: B

NEW QUESTION # 84

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