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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">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 3	<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 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q46-Q51):

NEW QUESTION # 46

Which of the following is a characteristic of a compensation plan?

- A. It generates compensation results organized by Business Unit.
- B. It contains the data privacy guidelines for the organization.
- C. It contains the organizational structure in a hierarchy.
- D. It determines how transactions and orders are paid out to participants.

Answer: D

NEW QUESTION # 47

Before running the Post-Calculation stage, which of the following is recommended? Note: There are 2 correct answers to this question.

- A. Review the verbose log files.
- B. Run Compensate and Pay in full mode.
- C. Run the Finalize stage to prevent compensation from being paid.
- D. Review the Classify stage results to ensure accuracy.

Answer: C,D

NEW QUESTION # 48

Before running Post, which of the following is recommended?

- A. Review the Classify stage results to ensure accuracy.
- B. Run Compensate and Pay in full mode.
- C. Run Compensate and Pay with Update Analytics to populate dashboards.
- D. Run the Pay stage for each position group.

Answer: B

NEW QUESTION # 49

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

- A. Rate Table CANNOT be built with Fixed Values or Formulas.
- B. The same Rate Table CANNOT be used in multiple rules.
- C. The same Rate Table can be used to calculate both step and straight commissions.
- D. A Rate Table can be used to calculate per-credit or aggregate commissions.

Answer: C,D

NEW QUESTION # 50

For which account can you set up and manage specific default preferences?

- A. Any user for which you are a proxy
- B. Any user account in the system
- C. The administrator account only
- D. Your user account only

Answer: D

NEW QUESTION # 51

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