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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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.
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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q29-Q34):

NEW QUESTION # 29

One of your employees is moving from their position as a sales representative to a position as an account executive on October 1. Their prior position will be filled by a new hire at a later date.
How can you manage this change?

- A.
- B.
- C.
- **D.**

Answer: D

NEW QUESTION # 30

You are running a Compensate and Pay pipeline.
What should you keep in mind regarding the selection of a calendar? Note: There are 3 correct answers to this question.

- **A. Pipelines can only be run for leaf-level calendar periods.**
- B. You must specify the business unit and NOT the calendar.
- **C. You must specify the calendar to be used.**
- D. Pipelines can be run for any level calendar period.
- **E. If processing units are enabled, you must specify the processing unit and the calendar.**

Answer: A,C,E

NEW QUESTION # 31

Which of the following features of SAP Commissions contribute to upholding data privacy regulations? Note: There are 2 correct answers to this question.

- A. Block an individual position from a purge.
- **B. Block an individual participant from a purge.**
- **C. Set the retention period for purge jobs.**
- D. Automatically purge customer data.

Answer: B,C

NEW QUESTION # 32

What is the purpose of a classification rule?

- A. To assign business units to processing units
- B. To organize postal codes into categories
- C. To match fields on classifier records with assigned variables
- **D. To match fields on classifier records with fields on transactions**

Answer: D

NEW QUESTION # 33

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

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

Answer: A

NEW QUESTION # 34

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