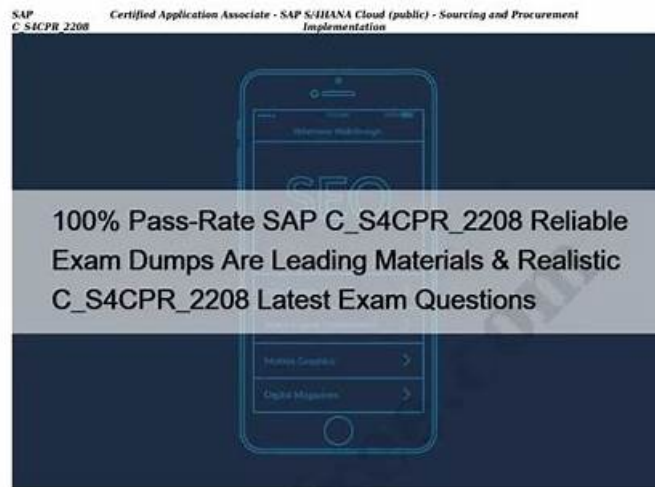


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## SAP C\_THR70\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>

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

### NEW QUESTION # 46

Which of the following most accurately describes a payee?

- A. A unique job role in an organization.
- **B. An employee or external entity who receives incentive compensation.**
- C. An entity who is a user in SAP Commissions.
- D. The assignment of a participant to a position for a period of time.

**Answer: B**

#### NEW QUESTION # 47

You notice that a balance from last month's calculations does NOT show in the current month. How can you prevent this from happening?

- A. Enable Allow Negative Payments under Global Settings.
- **B. Disable Allow Negative Payments under System Preferences.**
- C. Enable Allow Negative Payments in Calculate and Pay.
- D. Disable Allow Negative Payments under User Preferences.

**Answer: B**

#### NEW QUESTION # 48

What is the purpose of a primary measurement rule?

- A. To calculate monthly attainment
- B. To allocate classified transaction data
- **C. To aggregate a position assignment's credits**
- D. To determine the deposit amount

**Answer: C**

#### NEW QUESTION # 49

Before running Post, which of the following is recommended?

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

**Answer: C**

#### NEW QUESTION # 50

What is the purpose of resetting pipeline data?

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

**Answer: D**

#### NEW QUESTION # 51

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