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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"> 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 (Q61-Q66):

NEW QUESTION # 61

Which of the following are advantages to using compensation elements in rules? Note: There are 3 correct answers to this question.

- A. They can be used to enforce security settings.
- B. They allow you to create and save advanced queries.
- C. They have special abilities that allow tasks to be accomplished easily.
- D. They allow the encapsulation of data in distinct objects.
- E. They are effective dated, which simplifies change management.

Answer: C,D,E

NEW QUESTION # 62

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

Answer: B,C

NEW QUESTION # 63

Which of the following can you accomplish within the Customizations workspace? Note: There are 2 correct answers to this question.

- A. Specify if an attribute is required
- B. Create additional classifier types
- C. Manage and create attributes
- D. Manage and create variables

Answer: B,C

NEW QUESTION # 64

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 # 65

Which of the following is a characteristic of fixed values?

- A. A fixed value can hold multiple values, one for each period.
- B. A fixed value can act as a placeholder in a rule.
- **C. Fixed values can contain formulas and lookup tables.**
- D. A fixed value can contain multiple unit types.

Answer: C

NEW QUESTION # 66

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