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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
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Topic 1	<ul style="list-style-type: none"> • 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.
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"> • 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	<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 5	<ul style="list-style-type: none"> • 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 6	<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 (Q36-Q41):

NEW QUESTION # 36

Which of the following are the unique identifiers for a transaction?

- A. Order ID, line number, event type, and compensation date
- B. Order ID, line number, subtitle number, and compensation date
- C. Order ID, line number, subtitle number, and credit type
- D. Order ID, line number, subtitle number, and event type

Answer: A

NEW QUESTION # 37

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

- A. Remove the employee's name from the Participant field on the Sales Representative position. Change the credit end date on the Sales Representative position to February 28. Add the employee's name to the Participant field on the Account Executive position.
- B. Create a new effective version of the Sales Representative position with a start date of March 1. Remove the employee's name from the Participant field of the Sales Representative position. Create a new effective version of the Account Executive position with a start date of March 1. Add the employee to the participant field in the new version.
- C. Create a new effective version of the sales representative position with a start date of March 1. Remove the employee's name from the Participant field in the new version. Change the Participant field on the Account Executive position to the employee's name.
- D. Leave the employee assigned as the Participant for the Sales Representative position. Create a new effective version of the Account Executive position. Add the employee's name to the Participant field on the Account Executive position. Change the

credit start date on the Account Executive Position to March 1.

Answer: B

NEW QUESTION # 38

Each sales representative receives a 5% commission on total sales up to \$10000. Total Sales over \$10000 and up to \$15000 are paid at 10%. Total sales over \$15000 receive a 15% commission.

How would you configure this in a compensation plan?

- **A. Create a basic incentive rule with a rate table using a stepped rate.**
- B. Create a basic incentive rule with a rate table using a straight rate.
- C. Create a direct credit rule with a rate table using a straight rate.
- D. Create a direct credit rule with a rate table using a stepped rate.

Answer: A

NEW QUESTION # 39

You are managing organization data for your implementation.

Which of the following should you keep in mind regarding participants and positions? Note: There are 2 correct answers to this question.

- A. One position can be assigned to multiple participants, but one participant CANNOT be assigned to multiple positions.
- B. If no participant is assigned to a position, the position can still receive compensation.
- **C. Positions define specific jobs that participants perform within a company.**
- **D. One participant can be assigned to multiple positions, but one position CANNOT be assigned to multiple participants.**

Answer: C,D

NEW QUESTION # 40

Which of the following most accurately describes a payee?

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

Answer: D

NEW QUESTION # 41

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