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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"> • 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 3	<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.
Topic 4	<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 5	<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 6	<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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q71-Q76):

NEW QUESTION # 71

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

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

Answer: D

NEW QUESTION # 72

What should you avoid when working with titles? Note: There are 1 correct answers to this question.

- A. Assign a compensation plan to a title.
- B. Keep the same name of a title over time.
- C. Assign the same name to both titles and positions.
- D. Delete a title when it is no longer in use.

Answer: C

NEW QUESTION # 73

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- A. Credit
- B. Primary measurement
- C. Secondary measurement

- D. Deposit
- E. Incentive

Answer: C,D,E

NEW QUESTION # 74

Each sales representative receives 5% on each individual sale up to \$10000. Individual sales over \$10000 and up to \$15000 are paid at 10%. Any individual sales over \$15000 receive 15% commission. Which type of rule should you use to create this compensation structure?

- A. Secondary measurement rule
- B. Per credit incentive rule
- C. Indirect credit rule
- D. Bonus incentive rule

Answer: D

NEW QUESTION # 75

How are Rate Tables different from Lookup Tables? Note: There are 2 correct answers to this question.

- A. Rate Tables have a single dimension. Lookup Tables can have more than one dimension.
- B. Rate Tables CANNOT handle step commissions. Lookup Tables can handle step commissions.
- C. Rate Tables can be effective dated. Lookup Tables CANNOT be effective dated, but each cell in the matrix can be effective dated.
- D. Rate Tables can be used in any rule. Lookup Tables can be used only in incentive rules.

Answer: A,C

NEW QUESTION # 76

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