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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"> • 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 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q50-Q55):

NEW QUESTION # 50

Each sales transaction contains the name of the position to be compensated for a sale. Which type of rule would you create to allocate the transaction?

- A. An indirect credit rule using pre-assigned transactions.
- B. An indirect credit rule that references a Territory.
- C. A direct credit rule using pre-assigned transactions.
- D. A direct credit rule that references a Territory.

Answer: A

NEW QUESTION # 51

Which of the following are characteristics of calendars? Note: There are 2 correct answers to this question.

- A. Leaf periods on a calendar CANNOT contain gaps or overlap.
- B. You can have two rules with the same name, as long as they are on different calendars.
- C. You CANNOT delete a period once a pipeline has been run for that period.
- D. Multiple calendars can be used only if processing units are enabled.

Answer: A,C

NEW QUESTION # 52

What is a best practice regarding rolling results data?

- A. Create multiple plans with a variety of formulas to roll results data.
- B. Use a Variable any time you create a roll relationship.
- C. Roll at the measurement or incentive level.
- D. Roll at the direct credit level.

Answer: D

NEW QUESTION # 53

Which of the following is a characteristic of rate tables? Note: There are 2 correct answers to this question.

- A. They can have up to three rate tiers.
- B. They depend on selections in the credit rule to make calculations.
- C. They can be used for both step and straight commissions.
- D. They can calculate per-credit or aggregate commissions.

Answer: C,D

NEW QUESTION # 54

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

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

Answer: B

NEW QUESTION # 55

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