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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 5	• 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 6	• 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q32-Q37):

NEW QUESTION # 32
Which of the following describes the difference between a basic deposit rule and a detail deposit rule?

- A. Basic deposit rules get their values from credits, while detail deposit rules get their values from an incentive.
- B. Basic deposit rules are populated from per-credit incentives, while detail deposit rules get their values from commission incentives.
- C. Basic deposit rules are populated from commission incentives, while detail deposit rules get their values from per-credit incentives.
- D. Basic deposit rules get their values from an incentive, while detail deposit rules get their values from credits.

Answer: D

NEW QUESTION # 33
Which of the following are characteristics of variables? Note: There are 2 correct answers to this question.

- A. Variable assignments made at title level supersede assignments made at position level.
- B. A variable can be a placeholder for a lookup table.
- C. A variable can be assigned a default value.
- D. A variable can be associated with any type of compensation element.

Answer: B,C

NEW QUESTION # 34

Each sales representative receives 5% on each individual sale up to $10000. Individua 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. Indirect credit rule
- B. Per credit incentive rule
- C. Secondary measurement rule
- D. Bonus incentive rule

Answer: D

NEW QUESTION # 35

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. 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 l.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.
- B. 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.
- C. 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.

Answer: A

NEW QUESTION # 36

What is the purpose of user role security? Note: There are 2 correct answers to this question.

- A. To manage permissions in workspaces
- B. To manage the organizational reporting hierarchy
- C. To manage the security of the sales organization
- D. To manage security within the system interface

Answer: A,D

NEW QUESTION # 37

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