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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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 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"> • 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q64-Q69):

NEW QUESTION # 64

What is the leaf-level record in a category hierarchy?

- A. Root category
- B. Subcategory
- C. Product
- **D. Classifier**

Answer: D

NEW QUESTION # 65

In embedded analytics, you wish to create a story that displays transaction data that is viewable by your payees. Each payee will only be allowed to view transactions for which they receive credit.

Which type of data model would you use? Note: There are 2 correct answers to this question.

- **A. Payee Transactions**
- B. Uncredited Transactions
- C. Transactions
- **D. Credited Transactions**

Answer: A,D

NEW QUESTION # 66

Under which of the following circumstances would you create a Rate Table instead of a Lookup Table?

- A. If you need to derive a rate from a formula
- B. If the resulting unit type must be a percent
- **C. If you are using step commission**
- D. If you are using a Variable

Answer: C

NEW QUESTION # 67

Which of the following describes the difference between a basic deposit rule and a detail deposit rule?

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

Answer: D

NEW QUESTION # 68

What objects does the organization data include?

- A. Participants, positions, and titles
- **B. Positions, participants, titles, and relationships**
- C. Plans, plan wizard, rules, classifiers, and models
- D. Positions, participants, titles, relationships, and position groups

Answer: B

NEW QUESTION # 69

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