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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"> • 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 6	<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.

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

NEW QUESTION # 32

You have run Compensate and Pay and notice that one of your payees has a negative amount for the period. Assuming Allow Negative Payments is NOT enabled, how will the system manage this amount?

- A. The amount will be stored as a payment and will offset the payment for the next period.
- B. The payee will NOT be compensated until the end of the period.
- **C. The amount will be stored as a balance and will offset the payment for the next period.**
- D. The payee is responsible for reimbursing the organization for the negative amount.

Answer: C

NEW QUESTION # 33

Before running the Post-Calculation stage, which of the following is recommended? Note: There are 2 correct answers to this question.

- **A. Review the Classify stage results to ensure accuracy.**
- B. Review the verbose log files.
- C. Run Compensate and Pay in full mode.
- **D. Run the Finalize stage to prevent compensation from being paid.**

Answer: A,D

NEW QUESTION # 34

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

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

- D. A variable can be assigned a default value.

Answer: C,D

NEW QUESTION # 35

What is the purpose of a classification rule?

- A. To assign business units to processing units
- B. To organize postal codes into categories
- C. To match fields on classifier records with assigned variables
- D. To match fields on classifier records with fields on transactions

Answer: D

NEW QUESTION # 36

Which of the following is an accurate statement regarding the pipeline? There are 2 correct answers to this question.

- A. It requires a separate process to populate dashboards.
- B. It can be used to import plan data.
- C. It is the processing engine that performs calculations.
- D. It can generate payments, but NOT balances.


Answer: B,C

NEW QUESTION # 37

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