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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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	• 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 6	• 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 7	• 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 (Q27-Q32):

NEW QUESTION # 27
Which of the following is used to aggregate deposits into one payment?

- A. Earning Codes
- B. Earning Groups
- C. Event Types
- D. Position Groups

Answer: B

NEW QUESTION # 28
What options can you set within the User Preferences workspace? Note: There are 3 correct answers to this question.

- A. Payment Threshold
- B. Default View Data
- C. Default Business Unit
- D. Enable Processing Units
- E. Prompt Settings

Answer: A,C,E

NEW QUESTION # 29

Which of the following is a characteristic of Fixed Values?

- A. A Fixed Value can act as a placeholder in a rule.
- B. A Fixed Value can hold multiple values, one for each period.
- C. Fixed Values CANNOT be used in Rate Tables.
- D. Fixed Values can contain Formulas and Lookup Tables.

Answer: D

NEW QUESTION # 30

Which of the following are features of relationships? Note: There are 3 correct answers to this question.

- A. As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting relationship by default.
- B. Companies use roll relationships to roll deposits from one position to another.
- C. In the Relationships workspace, you CANNOT delete roll types.
- D. A roll relationship is an association of two positions used by SAP Commissions to process rolled values.
- E. In the Relationships workspace, you can create additional roll types and relationships.

Answer: A,B,D

NEW QUESTION # 31

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

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

Answer: C,D

NEW QUESTION # 32

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