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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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 4	<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 5	<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 6	<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 (Q48-Q53):

NEW QUESTION # 48

Which of the following are valid calculation mode types? Note: There are 3 correct answers to this question.

- A. New transactions only
- B. Specific position
- C. All transactions for all positions
- D. All transactions for new and modified positions
- E. Specific position groups

Answer: B,C,E

NEW QUESTION # 49

Your company requires new sales representatives to reach 60 days of employment before receiving any bonus payment. How would you configure this in the compensation plan?

- A. Add a condition to a deposit rule.
- B. Add a condition to an incentive rule.
- C. Add a conditional hold to a credit rule.
- D. Add a conditional hold to a deposit rule.

Answer: D

NEW QUESTION # 50

A sales representative's compensation plan stipulates that for every transaction, the direct manager receives a 2% commission. In addition, the regional manager receives a 1% commission on all transactions from all sales representatives and managers within their given region. Which rule type should you use for this relationship?

- A. Indirect credit rule
- B. Secondary measurement rule
- C. Direct credit rule
- D. Commission incentive rule

Answer: A

NEW QUESTION # 51

How does the system behave when the Minimum Payment Threshold setting is populated?

- A. The pipeline will NOT generate payments greater than or equal to the payment threshold.
- B. The pipeline will NOT track negative payments as balances once the period is finalized.
- C. The pipeline will NOT generate payments for held deposits until they are released.
- **D. The pipeline will NOT generate payments less than or equal to the payment threshold.**

Answer: D

NEW QUESTION # 52

You are managing organization data for your implementation.

Which of the following should you keep in mind regarding participants and positions? Note: There are 2 correct answers to this question.

- A. If no participant is assigned to a position, the position can still receive compensation.
- **B. Positions define specific jobs that participants perform within a company.**
- C. One position can be assigned to multiple participants, but one participant CANNOT be assigned to multiple positions.
- **D. One participant can be assigned to multiple positions, but one position CANNOT be assigned to multiple participants.**

Answer: B,D

NEW QUESTION # 53

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