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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 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"> 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q15-Q20):

NEW QUESTION # 15

Which of the following can you accomplish within the Customizations workspace? Note: There are 2 correct answers to this question.

- A. Specify if an attribute is required
- B. Manage and create attributes**
- C. Create additional classifier types**
- D. Manage and create variables

Answer: B,C

NEW QUESTION # 16

Under which of the following circumstances would you create a rate table instead of a lookup table?

- A. If you are using a variable
- B. If you need to derive a rate from a formula
- C. If the rate is stored in a field on the position record
- D. If you are using step commission**

Answer: D

NEW QUESTION # 17

What are some characteristics of a secondary measurement rule? Note: There are 2 correct answers to this question.

- A. It generates values that can be referenced in a dashboard.**
- B. It CANNOT be used to produce a calculated result such as attainment.
- C. It uses a Territory to aggregate credit values.
- D. It is used to perform additional calculations on a primary measurement.**

Answer: A,D

NEW QUESTION # 18

You are running Compensate and Pay daily but would like to update the data visible in Embedded Analytics only once a week. How would you do this?

- A. In the Incentive Management Portal - Global Data, enable the Enable Released Periods switch. Run Compensate and Pay daily. Manually release the period weekly.
- B. In the Incentive Management Portal - Global Data, enable the Enable Released Periods switch. Run Compensate and Pay daily. Run Compensate and Pay followed by Approve Calculated Data weekly.
- C. In the Incentive Management Portal - Global Data, enable the Approve Calculated Data switch. Run Compensate and Pay daily. Run Compensate and Pay followed by Approve Calculated Data weekly.
- D. Submit a support ticket to enable Approve Calculated Data in your system. Run Compensate and Pay daily. Run Compensate and Pay followed by Approve Calculated Data weekly.

Answer: A

NEW QUESTION # 19

What is the purpose of a classification rule?

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

Answer: A

NEW QUESTION # 20

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