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### SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q69-Q74):

### NEW QUESTION # 69

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

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

**Answer: D**

### NEW QUESTION # 70

After running Compensate and Pay, you discover that a credit contains the wrong value. You determine the issue is caused by an incorrect value in the transaction. What is the best way to resolve this issue?

- A. Manually adjust the value of the credit and re-run Compensate and Pay.
- B. Manually adjust the value of the transaction and re-run the Allocate stage.
- C. Manually adjust the value of the transaction and re-run Compensate and Pay.
- D. Manually adjust the value of the credit and re-run the Allocate stage.

**Answer: C**

### NEW QUESTION # 71

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

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

**Answer: A,B**

#### NEW QUESTION # 72

What does the system do when Payment Threshold is enabled?

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

**Answer: B**

#### NEW QUESTION # 73

What is the leaf-level unique identifier in a category hierarchy?

- A. Category
- B. Subcategory
- C. Root category
- D. Classifier

**Answer: C**

#### NEW QUESTION # 74

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