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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 (Q27-Q32):

NEW QUESTION # 27

What objects does the organization data include?

- A. Plans, plan wizard, rules, classifiers, and models
- **B. Positions, participants, titles, and relationships**
- C. Fixed Values, Formulas, Lookup Tables, and Rate Tables
- D. Positions, participants, titles, relationships, and Positions Groups

Answer: B

NEW QUESTION # 28

How are rate tables different from lookup tables? Note: There are 2 correct answers to this question.

- A. Rate tables can be used in any rule. Lookup tables can be used only in incentive rules.
- B. Rate tables can have more than one dimension. Lookup tables have a single dimension.
- **C. Rate tables have a single dimension. Lookup tables can have more than one dimension.**
- **D. Rate tables can handle step commission. Lookup tables do NOT handle step commission.**

Answer: C,D

NEW QUESTION # 29

Your compensation plan has three deposits for one of your payees. Deposit 1 has a value of \$2000 with an Earning Code of Hardware Sales and an Earning Group of Commission. Deposit 2 has a value of \$4500 with an Earning Code of Router Sales and an Earning Group of Commission. Deposit 3 has a value of \$8000 with an Earning Code of Sales Bonus and an Earning Group of Quarterly Commissions Bonus. Given this scenario, how many payments would result from these deposits and for what amounts?

- **A. Two payments: Payment 1 for \$6500 and Payment 2 for \$8000**
- B. Three payments: Payment 1 for \$2000, Payment 2 for \$4500, and Payment 3 for \$8000
- C. One payment for \$14500
- D. Two payments: Payment 1 for \$4500 and Payment 2 for \$10000

Answer: A

NEW QUESTION # 30

Upon receiving a dispute notification, what options are available to the manager in the dispute form? Note: There are 3 correct

answers to this question

- A. Create a custom dispute form to address the dispute.
- B. Approve the dispute.
- C. Request more information regarding the dispute.
- D. Delete the dispute.
- E. Reject the dispute.

Answer: B,C,E

NEW QUESTION # 31

What are some of the benefits of using fixed values? Note: There are 2 correct answers to this question.

- A. They can reference a formula.
- B. They can have an associated variable to allow flexibility in rules.
- C. They allow you to configure step commission calculations.
- D. They can be referenced in multiple rules.

Answer: A,D

NEW QUESTION # 32

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