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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"> • 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 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"> • 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 5	<ul style="list-style-type: none"> • 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 6	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q74-Q79):

NEW QUESTION # 74

Which of the following can you do in a deposit rule? Note: There are 2 correct answers to this question.

- A. Prorate a payout for a bonus
- **B. Assign an earning group**
- **C. Put a hold on a deposit until a future period**
- D. Aggregate credit amounts over time

Answer: B,C

NEW QUESTION # 75

What is the purpose of resetting pipeline data?

- A. To re-run the Compensation and Pay pipeline for the same period
- B. To remove pipeline data that is NO longer required
- C. To provide a faster version of the deferred reset
- **D. To mark data as reset without deleting it**

Answer: D

NEW QUESTION # 76

You have created a credit rule and you would like your sales representatives to see the resulting credits in a dashboard with the name My Sales Credits.

How can you do this in the credit rule?

- A. In the Output section of the credit rule, enter My Sales Credits in the Display Name for Reports field.
- B. In the Credits section of the credit rule, enter My Sales Credits in the Output Name field.
- **C. In the Output section of the credit rule, enter My Sales Credits in the Output Name field.**
- D. In the Credits section of the credit rule, enter My Sales Credits in the Display Name for Reports field.

Answer: C

NEW QUESTION # 77

What objects does the organization data include?

- **A. Positions, participants, titles, and relationships**
- B. Positions, participants, titles, relationships, and position groups
- C. Plans, plan wizard, rules, classifiers, and models
- D. Participants, positions, and titles

Answer: A

NEW QUESTION # 78

Which of the following is a characteristic of Rate Tables?

- A. They depend on selections in the credit rule to make calculations.
- B. They always use attainment as the input.
- C. They can calculate step commissions only.
- **D. They can calculate per-credit or aggregate commissions.**

Answer: D

NEW QUESTION # 79

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