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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q67-Q72):

NEW QUESTION # 67

Which of the following are characteristics of an Event Type? Note: There are 2 correct answers to this question.

- A. It is a required field on a transaction.
- B. It must be associated with a calendar.
- C. It can be used to filter transactions in credit rules.
- D. It can be used to filter transactions in bonus incentive rules.

Answer: A,C

NEW QUESTION # 68

What objects does the organization data include?

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

Answer: C

NEW QUESTION # 69

A sales representative earns a monthly commission of \$5000. A portion of that is rolled to the sales representative's manager, but

does NOT roll to the sales representative's regional manager. What is this an example of?

- A. Rolling credits results
- B. Rolling deposit results
- C. Rolling measurement and incentives
- D. Rolling category hierarchy results

Answer: A

NEW QUESTION # 70

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

- A. A position CANNOT have multiple participants at a given time.
- B. A position name does NOT have to be unique.
- C. A participant can have multiple positions at a given time.
- D. A position CANNOT be reused.

Answer: A,C

NEW QUESTION # 71

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

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

Answer: A,D,E

NEW QUESTION # 72

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