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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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	• 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	• 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	• 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	• 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 7	• 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q26-Q31):

NEW QUESTION # 26
What is the purpose of a classification rule?

- A. To define the details of the category hierarchy
- B. To organize products into categories
- C. To match fields on classifier records with assigned Variables
- D. To match fields on classifier records with fields on transactions

Answer: D

NEW QUESTION # 27
Which of the following are characteristics of a rate table? Note: There are 2 correct answers to this question.

- A. The same rate table can be used to calculate both step and straight commissions.
- B. A rate table can be used to calculate per-credit or aggregate commissions.
- C. A rate table can contain customized dimensions and indices.
- D. A rate table CANNOT contain a formula.

Answer: A,B

NEW QUESTION # 28
Which of the following does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- A. The amount of earnings to deposit
- B. Which payee gets credit for a deposit
- C. The period to make the deposit
- D. The aggregation of credits from transactions

Answer: A,C

NEW QUESTION # 29
What does a basic deposit rule determine? Note: There are 2 correct answers to this question.

- A. The account to deposit into
- B. The period to make the deposit
- C. The aggregation of credits from transactions
- D. The amount of incentive earnings to deposit

Answer: B,D

NEW QUESTION # 30
How are released periods used in dashboard configuration? Note: There are 3 correct answers to this question.

- A. Both administrators and payees can release periods.
- B. The administrator can release periods based on calendars.
- C. Payees can view results prior to pipeline completion.
- D. Payees can view dashboards for released periods only.
- E. The administrator can release periods based on processing units.

Answer: B,D,E

NEW QUESTION # 31
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