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SAP C_THR70_2505 Exam Syllabus Topics:

| Topic | Details |
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| 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"> 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 3 | <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 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"> 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 7 | <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. |

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q60-Q65):

NEW QUESTION # 60

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 mark data as reset without deleting it**
- D. To clear the data in dashboards

Answer: C

NEW QUESTION # 61

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

- A. Variable assignments made at title level supersede assignments made at position level.
- B. A variable can be assigned a default value.**
- C. A variable can be a placeholder for a lookup table.**
- D. A variable can be associated with any type of compensation element.

Answer: B,C

NEW QUESTION # 62

What is the leaf-level record in a category hierarchy?

- A. Subcategory
- B. Root category
- C. Product
- D. **Classifier**

Answer: D

NEW QUESTION # 63

When creating an Incentive Rule that calculates a commission that accelerates when a payee reaches 100% attainment, which of the following objects should you use to reference the commission rate?

- A. A Rate Table Variable
- B. **A Rate Table**
- C. A Fixed Value Variable
- D. A Fixed Value

Answer: B

NEW QUESTION # 64

Before running the Post-Calculation stage, which of the following is recommended? Note: There are 2 correct answers to this question.

- A. Run Compensate and Pay in full mode.
- B. **Review the Classify stage results to ensure accuracy.**
- C. Review the verbose log files.
- D. **Run the Finalize stage to prevent compensation from being paid.**

Answer: B,D

NEW QUESTION # 65

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