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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">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 3	<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 4	<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 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q23-Q28):

NEW QUESTION # 23

Which of the following are characteristics of an event type? Note: There are 3 correct answers to this question.

- A. It is a label used to identify types of transactions.
- B. It can be used to filter transactions in credit rules.
- C. It can be used to filter transactions in primary measurement rules.
- D. It can be used to filter transactions in bonus incentive rules.
- E. It must be associated with a calendar.

Answer: A,B,C

NEW QUESTION # 24

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

- A. Rate tables can handle step commission. Lookup tables do NOT handle step commission.
- 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 be used in any rule. Lookup tables can be used only in incentive rules.

Answer: A,C

NEW QUESTION # 25

What does the system do when Payment Threshold is enabled?

- A. The system will NOT generate payments for held deposits until they are released.
- B. The system will NOT generate payments less than or equal to the payment threshold.
- C. The system will NOT generate payments greater than or equal to the payment threshold.
- D. The system will NOT track negative payments as balances once the period is finalized.

Answer: B

NEW QUESTION # 26

You wish to prevent balances from being carried to the next period. How can you do this?

- A. Enable Allow Negative Payments under Global Settings.
- B. Run the calculation with the Reward stage deactivated.
- C. Run the calculation with the Pay stage deactivated.
- D. Enable Allow Negative Payments under System Preferences.

Answer: D

NEW QUESTION # 27

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

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

Answer: A

NEW QUESTION # 28

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