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## SAP C\_THR70\_2505 Exam Syllabus Topics:

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Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Compensation Plans and Rules:</b> 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• <b>Pipeline and Calculation:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Administration and Security:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Embedded Analytics:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Key Concepts:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Classification and Compensation Elements:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Dashboard, Plan Communicator, and Disputes:</b> 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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q33-Q38):

### NEW QUESTION # 33

You notice that a balance from last month's calculations does NOT show in the current month. How can you prevent this from happening?

- A. Enable Allow Negative Payments in Calculate and Pay.
- B. Disable Allow Negative Payments under User Preferences.
- C. Enable Allow Negative Payments under Global Settings.
- **D. Disable Allow Negative Payments under System Preferences.**

**Answer: D**

### NEW QUESTION # 34

Which of the following are features of relationships? Note: There are 3 correct answers to this question.

- A. In the Relationships workspace, you can create additional roll types and relationships.
- **B. A roll relationship is an association of two positions used by SAP Commissions to process rolled values.**
- **C. As you designate a manager on a position record in the Positions workspace, SAP Commissions creates a reporting**

relationship by default.

- D. In the Relationships workspace, you CANNOT delete roll types.
- E. Companies use roll relationships to roll deposits from one position to another.

**Answer: B,C,E**

#### NEW QUESTION # 35

A sales representative's compensation plan stipulates that for every transaction, the direct manager receives a 2% commission. In addition, the regional manager receives a 1% commission on all transactions from all sales representatives and managers within their given region. Which rule type should you use for this relationship?

- A. Commission incentive rule
- B. Secondary measurement rule
- C. Direct credit rule
- D. Indirect credit rule

**Answer: D**

#### NEW QUESTION # 36

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 track negative payments as balances once the period is finalized.
- D. The system will NOT generate payments greater than or equal to the payment threshold.

**Answer: B**

#### NEW QUESTION # 37

Each sales representative receives a 5% commission on total sales up to \$10000. Total Sales over \$10000 and up to \$15000 are paid at 10%. Total sales over \$15000 receive a 15% commission.

How would you configure this in a compensation plan?

- A. Create a direct credit rule with a rate table using a straight rate.
- B. Create a basic incentive rule with a rate table using a straight rate.
- C. Create a basic incentive rule with a rate table using a stepped rate.
- D. Create a direct credit rule with a rate table using a stepped rate.

**Answer: C**

#### NEW QUESTION # 38

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## Questions

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