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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q16-Q21):

NEW QUESTION # 16

When would you set a termination date for a participant record?

- A. When a participant is leaving an organization
- B. When you NO longer want the commissions calculation to be processed
- C. When a participant changes positions
- D. When you want to delete a participant from the system

Answer: A

NEW QUESTION # 17

Which of the following describes the Automatic Proxy feature? Note: There are 2 correct answers to this question.

- A. It enables participants to designate another participant as a proxy.
- B. It allows a participant to view another participant's dashboards and reports.
- C. It automatically assigns a participant to the same role as another participant.
- D. It enables participants to automatically proxy as a different participant.

Answer: A,B

NEW QUESTION # 18

After running Compensate and Pay, you discover a credit contains the wrong value. You determine the issue is caused by an incorrect value in the transaction. What is the best way to resolve this issue?

- A. Manually adjust the value of the transaction and re-run Compensate and Pay.
- B. Modify the Territory used in the credit rule and re-run Compensate and Pay.
- C. Manually adjust the value of the credit and re-run Compensate and Pay.
- D. Modify the credit rule and re-run Compensate and Pay.

Answer: B

NEW QUESTION # 19

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

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

Answer: B,D

NEW QUESTION # 20

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

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

Answer: A,B,C

NEW QUESTION # 21

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