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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q72-Q77):

NEW QUESTION # 72

For which account can you set up and manage specific default preferences?

- A. Any user account in the system
- B. The administrator account only
- **C. Your user account only**
- D. Any user for which you are a proxy

Answer: C

NEW QUESTION # 73

During which stage of the Compensate and Pay sequence are secondary measurements calculated?

- A. Classify
- **B. Reward**
- C. Pay
- D. Allocate

Answer: B

NEW QUESTION # 74

Which of the following is an accurate statement regarding the pipeline?

- A. It requires a separate process to populate dashboards.
- B. A schedule of recurring pipeline runs can be configured in the user interface.
- C. It can generate payments, but NOT balances.
- **D. It is the processing engine that performs calculations.**

Answer: D

NEW QUESTION # 75

You have created a credit rule and you would like your sales representatives to see the resulting credits in a dashboard with the name My Sales Credits.

How can you do this in the credit rule?

- A. In the Output section of the credit rule, enter My Sales Credits in the Display Name for Reports field.

- B. In the Output section of the credit rule, enter My Sales Credits in the Output Name field.
- C. In the Credits section of the credit rule, enter My Sales Credits in the Output Name field.
- D. In the Credits section of the credit rule, enter My Sales Credits in the Display Name for Reports field.

Answer: B

NEW QUESTION # 76

Which rule types are executed during the Reward stage? Note: There are 3 correct answers to this question.

- A. Incentive rules
- B. Secondary measurement rules
- C. Primary measurement rules
- D. Detail deposit rules
- E. Indirect credit rules

Answer: A,B,D

NEW QUESTION # 77

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