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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 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.
Topic 5	• 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 6	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q66-Q71):

NEW QUESTION # 66
You would like your payees to use single sign-on to access their sales performance dashboards.
What should you keep in mind for this to work?

- A. Create a generic attribute on the Participant record to store the user's system logon.
- B. The User Name field on the Participant record should match the user's system login.
- C. The User Name field on the Participant record should match the Participant I
- D. The Participant ID on the Participant record should match the user's system login.

Answer: B

NEW QUESTION # 67
What can you use a deposit rule for? Note: There are 2 correct answers to this question.

- A. Classify transaction data by product group.
- B. Combine multiple incentives into a single deposit.
- C. Put a hold on all or part of a deposit until a future period.
- D. Aggregate credit amounts over time.

Answer: B,C

NEW QUESTION # 68
What must you do before you can run a Pay pipeline independently?

- A. Only the Allocate stage needs to be completed.
- B. Only the Reward stage needs to be completed.

- C. Successfully complete a Compensate and Pay pipeline.
- D. Successfully complete the Classify, Allocate, and Reward stages.

Answer: D

NEW QUESTION # 69

Which of the following is an accurate statement regarding the pipeline? There are 2 correct answers to this question.

- A. It requires a separate process to populate dashboards.
- B. It can be used to import plan data.
- C. It can generate payments, but NOT balances.
- D. It is the processing engine that performs calculations.

Answer: B,D

NEW QUESTION # 70

What is the purpose of resetting pipeline data?

- A. To mark data as reset without deleting it
- B. To re-run the Compensation and Pay pipeline for the same period
- C. To clear the data in dashboards
- D. To remove pipeline data that is no longer required

Answer: A

NEW QUESTION # 71

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