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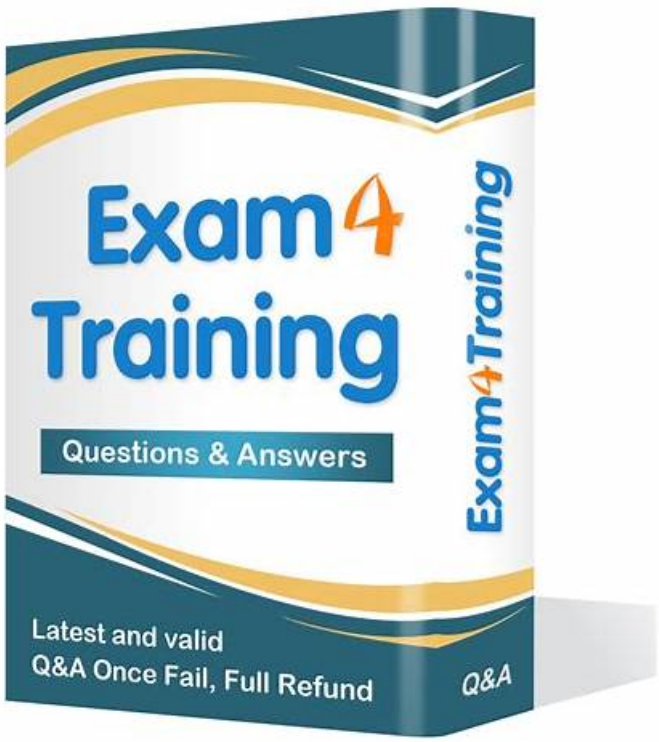

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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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	• 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 6	• 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 7	• 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 (Q22-Q27):

NEW QUESTION # 22
What is the purpose of a primary measurement rule?

- A. To calculate monthly attainment
- B. To allocate classified transaction data
- C. To determine the deposit amount
- D. To aggregate a position assignment's credits

Answer: D

NEW QUESTION # 23
You want to design a plan that credits a transaction to a position based on specific criteria such as postal codes, customer or product criteri a. Which of the following would you use in a credit rule?

- A. Territories
- B. Classification rules
- C. Formulas
- D. Generic attributes

Answer: B

NEW QUESTION # 24
Which of the following are advantages to using compensation elements in rules? Note: There are 3 correct answers to this question.

- A. They allow you to create and save advanced queries.
- B. They are effective dated, which simplifies change management.
- C. They can be used to enforce security settings.
- D. They allow the encapsulation of data in distinct objects.
- E. They have special abilities that allow tasks to be accomplished easily.

Answer: B,D,E

NEW QUESTION # 25
Which options can you set in the System Preferences workspace? Note: There are 3 correct answers to this question.

- A. Prompt Settings
- B. Audit Logs Retention
- C. Allow Negative Payments
- D. User Role Permissions
- E. Calculation Settings

Answer: A,C,E

NEW QUESTION # 26
One of your employees is moving from their position as a sales representative to a position as an account executive on October 1. Their prior position will be filled by a new hire at a later date.
How can you manage this change?

- A.
- B.
- C.
- D.

Answer: A

NEW QUESTION # 27
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Are you tired of feeling overwhelmed and unsure about how to prepare for the SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics (C-THR70-2505) exam? Are you ready to take control of your future and get the C-THR70-2505 certification you need to accelerate your career? If so, it's time to visit Pass4Leader and download real SAP C-THR70-2505 Exam Dumps. Our team of experts has designed a C-THR70-2505 Exam study material that has already helped thousands of students just like you achieve their goals. We offer a comprehensive C-THR70-2505 practice exam material that is according to the content of the SAP C-THR70-2505 test.

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