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

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>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 3	<ul style="list-style-type: none"><li>• <b>Organization Data:</b> 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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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### SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q54-Q59):

#### NEW QUESTION # 54

Which of the following are characteristics of an Event Type? Note: There are 2 correct answers to this question.

- A. It is a required field on a transaction.
- B. It can be used to filter transactions in bonus incentive rules.
- C. It must be associated with a calendar.
- D. It can be used to filter transactions in credit rules.

**Answer: A,D**

#### NEW QUESTION # 55

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

- A. It uses a Territory to aggregate credit values.
- B. It CANNOT be used to produce a calculated result such as attainment.
- C. It generates values that can be referenced in a dashboard.
- D. It is used to perform additional calculations on a primary measurement.

**Answer: C,D**

#### NEW QUESTION # 56

Under which of the following circumstances would you create a rate table instead of a lookup table?

- A. If you are using a variable
- B. If the rate is stored in a field on the position record

- C. If you are using step commission
- D. If you need to derive a rate from a formula

**Answer: C**

#### NEW QUESTION # 57

Before running the Post-Calculation stage, which of the following is recommended? Note: There are 2 correct answers to this question.

- A. Review the Classify stage results to ensure accuracy.
- B. Run Compensate and Pay in full mode.
- C. Run the Finalize stage to prevent compensation from being paid.
- D. Review the verbose log files.

**Answer: A,C**

#### NEW QUESTION # 58

You wish to search for all transactions within a specific date range and sort the results from highest value to lowest value. Which search method would be the most efficient?

- A. Quick search
- B. Advanced search, advanced mode
- C. Research view
- D. Advanced search, basic mode

**Answer: D**

#### NEW QUESTION # 59

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