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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
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Topic 1	• 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 2	• 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 3	• 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 4	• 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 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	• 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 7	• 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q47-Q52):

NEW QUESTION # 47

If a Processing Unit is enabled, which of the following applies? Note: There are 2 correct answers to this question.

- A. You CANNOT finalize an entire period for multiple Processing Units in a single pipeline run.
- B. You must run Compensate and Pay before Classify.
- C. You can finalize a group of positions in a single pipeline run.
- D. You can post an entire period for multiple Processing Units in a single pipeline run.

Answer: C,D

NEW QUESTION # 48

Which of the following are period-based and must be associated with a calendar? Note: There are 2 correct answers to this question.

- A. Results Data
- B. User Roles
- C. Payments and Balances
- D. Event Types

Answer: A,C

NEW QUESTION # 49

What is the purpose of user role security? Note: There are 2 correct answers to this question.

- A. To manage the security of the sales organization
- **B. To manage permissions in workspaces**
- C. To manage the organizational reporting hierarchy
- **D. To manage security within the system interface**

Answer: B,D

NEW QUESTION # 50

Your compensation plan has three deposits for one of your payees. Deposit 1 has a value of \$2000 with an Earning Code of Hardware Sales and an Earning Group of Commission. Deposit 2 has a value of \$4500 with an Earning Code of Router Sales and an Earning Group of Commission. Deposit 3 has a value of \$8000 with an Earning Code of Sales Bonus and an Earning Group of Quarterly Commissions Bonus. Given this scenario, how many payments would result from these deposits and for what amounts?

- A. Two payments: Payment 1 for \$4500 and Payment 2 for \$10000
- **B. Two payments: Payment 1 for \$6500 and Payment 2 for \$8000**
- C. Three payments: Payment 1 for \$2000, Payment 2 for \$4500, and Payment 3 for \$8000
- D. One payment for \$14500

Answer: B

NEW QUESTION # 51

You are using embedded analytics to give your organization's data analysts insight into your compensation results. You would like to make it easy for your analysts to view these results by displaying business-friendly names for the compensation rules. How can you do this?

- A. Store the business-friendly names in the Output Name field in the compensation rules.
- B. Store the business-friendly names in a generic attribute in the compensation rules.
- **C. Store the business-friendly names in the For Reporting field in the compensation rules.**
- D. Create a custom data model with the business-friendly names to replace the actual rule output names.

Answer: C

NEW QUESTION # 52

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