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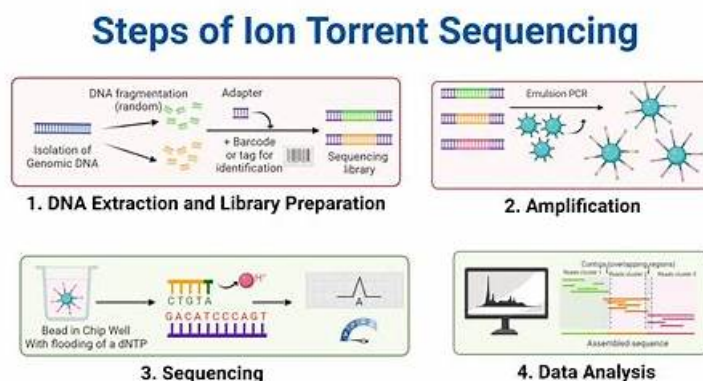
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SAP C-THR70-2505 Exam Syllabus Topics:

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	• 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 4	• 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 5	• 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 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q34-Q39):

NEW QUESTION # 34
For which objects can you create a Variable? Note: There are 3 correct answers to this question.

- A. Territory
- B. Lookup Table
- C. Rate Table
- D. Classifier
- E. Formula

Answer: A,B,C

NEW QUESTION # 35
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 post an entire period for multiple Processing Units in a single pipeline run.
- D. You can finalize a group of positions in a single pipeline run.

Answer: C,D

NEW QUESTION # 36
How are released periods used in dashboard configuration? Note: There are 3 correct answers to this question.

- A. The administrator can release periods based on calendars.
- B. The administrator can release periods based on processing units.
- C. Both administrators and payees can release periods.
- D. Payees can view results prior to pipeline completion.
- E. Payees can view dashboards for released periods only.

Answer: A,B,E

NEW QUESTION # 37
Which of the following are advantages to using compensation elements in rules? Note: There are 3 correct answers to this question.

- A. They are effective dated, which simplifies change management.
- B. They can be reused in multiple rules.
- C. They can be used as placeholders to make compensation rules more flexible.
- D. They allow the encapsulation of data in distinct objects.
- E. They allow you to create and save advanced queries.

Answer: A,B,D

NEW QUESTION # 38
Under which of the following circumstances would you create a Rate Table instead of a Lookup Table?

- A. If you need to derive a rate from a formula
- B. If the resulting unit type must be a percent
- C. If you are using a Variable
- D. If you are using step commission

Answer: D

NEW QUESTION # 39
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