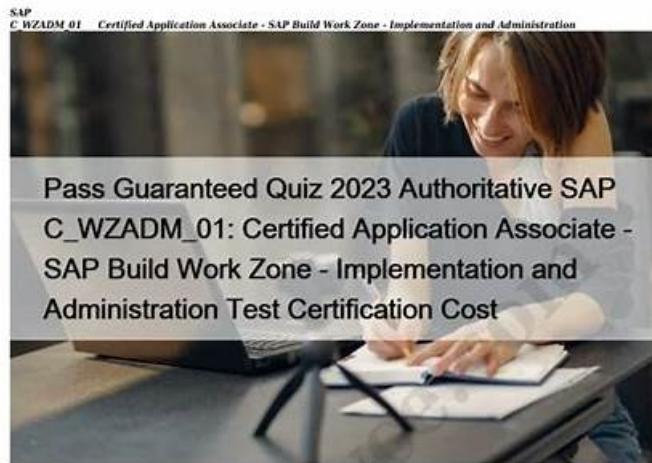


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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 6	<ul style="list-style-type: none"> 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 (Q78-Q83):

NEW QUESTION # 78

Which of the following is used to aggregate deposits into one payment?

- A. Earning Codes
- B. Event Types
- C. Earning Groups**
- D. Position Groups

Answer: C

NEW QUESTION # 79

For which account can you set up and manage specific default preferences?

- A. The administrator account only
- B. Any user for which you are a proxy
- C. Any user account in the system
- D. Your user account only

Answer: D

NEW QUESTION # 80

Which of the following can be configured under the Data Protection Policy section of Global Settings? Note: There are 3 correct answers to this question.

- A. Block User Purge
- B. Purge Now
- C. Purge Frequency in Days
- D. Retention Period for Purge Jobs
- E. Download Personal Data

Answer: B,C,D

NEW QUESTION # 81

In SAP Commissions, what is a Position Assignment?

- A. The assignment of a manager to a position
- B. The assignment of a participant to a position
- C. The assignment of a title to a position
- D. The assignment of a plan to a position

Answer: B

NEW QUESTION # 82

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 allow you to create and save advanced queries.
- 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: A,D,E

NEW QUESTION # 83

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