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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> 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	<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 5	<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.
Topic 6	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q30-Q35):

NEW QUESTION # 30

Which of the following are characteristics of Credit Types? Note: There are 2 correct answers to this question.

- A. They are used in credits to define Territories.
- B. They are a required field on the credit output.**
- C. They are used to identify credits by product or sale type.**
- D. They are an optional field within the system.

Answer: B,C

NEW QUESTION # 31

What are some of the benefits of using Fixed Values? Note: There are 3 correct answers to this question.

- A. They allow you to manage Territories for Positions.
- B. They can be effective dated.**
- C. They can be referenced in Formulas and Rate Tables.**
- D. They allow you to configure step commission calculations.
- E. They allow you to preset values for different periods.**

Answer: B,C,E

NEW QUESTION # 32

Your organization has hired a new compensation administrator who needs the same permissions in SAP Commissions as the existing

team members. A role called **Comp_Admins** with the correct permissions exists in the system. What must you do to give the new hire the same permissions as the rest of the team?

- A. In Sales Performance Home, go to User Administration and create a new admin user, then assign the user to the **Comp_Admins** role.
- B. In Sales Performance Home, go to User Administration and create a new internal user, then assign the user to the **Comp_Admins** role.
- C. In SAP Commissions, go to the Users workspace and create a new user, then assign the user to the **Comp_Admins** Business Unit.
- D. In SAP Commissions, go to the Users workspace and create a new user, then assign the user to the **Comp_Admins** role.

Answer: A

NEW QUESTION # 33

What is the purpose of resetting pipeline data?

- A. To re-run the Compensation and Pay pipeline for the same period
- B. To clear the data in dashboards
- C. To mark data as reset without deleting it
- D. To remove pipeline data that is no longer required

Answer: C

NEW QUESTION # 34

A sales representative's compensation plan stipulates that for every transaction, 2% of that transaction goes to their direct manager. In addition, the regional manager receives 1% of all transactions from all sales representatives and managers within their given region. Which rule type should you use for this rolling relationship?

- A. Secondary measurement rule
- B. **Indirect credit rule**
- C. Primary measurement rule
- D. Direct credit rule

Answer: B

NEW QUESTION # 35

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