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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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 4	<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 5	<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 6	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q62-Q67):

NEW QUESTION # 62

Which of the following are features of roll relationships? Note: There are 3 correct answers to this question.

- A. Roll relationships can be used to roll deposits from one position to another.
- B. A roll relationship is an association of two positions used to process rolled values.
- C. Once created, custom roll types CANNOT be deleted.
- D. When you designate a manager on a position record in the Positions workspace, a reporting relationship is created by default.
- E. In the Relationships workspace, you can create additional roll types and relationships.

Answer: A,B,D

NEW QUESTION # 63

On which levels can you assign a variable to a compensation element?

- A. Plan, title, position, and default
- B. Plan, title, position, and business unit
- C. Plan, title, position, and position group
- D. Plan, title, default, and business unit

Answer: A

NEW QUESTION # 64

How are rate tables different from lookup tables? Note: There are 2 correct answers to this question.

- A. Rate tables have a single dimension. Lookup tables can have more than one dimension.
- B. Rate tables can handle step commission. Lookup tables do NOT handle step commission.
- C. Rate tables can have more than one dimension. Lookup tables have a single dimension.
- D. Rate tables can be used in any rule. Lookup tables can be used only in incentive rules.

Answer: A,B

NEW QUESTION # 65

Which of the following describes the Automatic Proxy feature? Note: There are 2 correct answers to this question.

- A. It enables participants to designate another participant as a proxy.
- B. It allows a participant to view another participant's dashboards and reports.
- C. It enables participants to automatically proxy as a different participant.
- D. It automatically assigns a participant to the same role as another participant.

Answer: A,B

NEW QUESTION # 66

Which of the following are characteristics of a Rate Table? Note: There are 2 correct answers to this question.

- A. Rate Table CANNOT be built with Fixed Values or Formulas.
- B. The same Rate Table CANNOT be used in multiple rules.
- C. The same Rate Table can be used to calculate both step and straight commissions.
- D. A Rate Table can be used to calculate per-credit or aggregate commissions.

Answer: C,D

NEW QUESTION # 67

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