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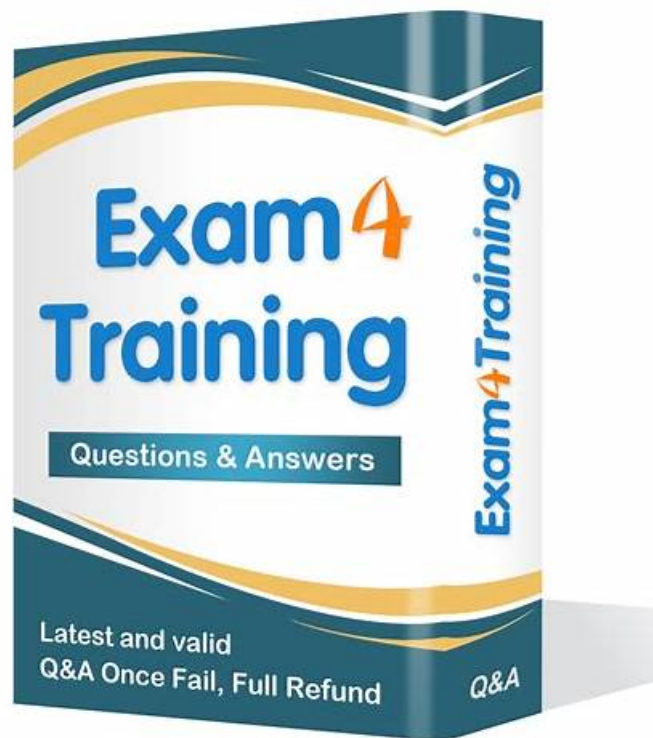
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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 (Q79-Q84):

NEW QUESTION # 79
After running Compensate and Pay, you discover that a credit contains the wrong value. You determine the issue is caused by an incorrect value in the transaction. What is the best way to resolve this issue?

- A. Manually adjust the value of the credit and re-run Compensate and Pay.
- B. Manually adjust the value of the transaction and re-run Compensate and Pay.
- C. Manually adjust the value of the transaction and re-run the Allocate stage.
- D. Manually adjust the value of the credit and re-run the Allocate stage.

Answer: B

NEW QUESTION # 80
Which of the following can you do in a deposit rule? Note: There are 2 correct answers to this question.

- A. Assign an earning group
- B. Aggregate credit amounts over time
- C. Prorate a payout for a bonus
- D. Put a hold on a deposit until a future period

Answer: A,D

NEW QUESTION # 81
Before running Post, which of the following is recommended?

- A. Run Compensate and Pay with Update Analytics to populate dashboards.
- B. Run Compensate and Pay in full mode.
- C. Review the Classify stage results to ensure accuracy.
- D. Run the Pay stage for each position group.

Answer: B

NEW QUESTION # 82

What is the leaf-level record in a category hierarchy?

- A. Product
- B. Root category
- C. Classifier
- D. Subcategory

Answer: C

NEW QUESTION # 83

In embedded analytics, one set of users should be able to create new stories and edit new stories, but should NOT create folders or share stories with other users.How would you set up permissions for these users?

- A. Assign the users to a group with Authenticated permission.
- B. Assign the users to a group with Viewer permission.
- C. Assign the users to a group with Author permission.
- D. Assign the users to a group with Creator permission.

Answer: C

NEW QUESTION # 84

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