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SAP C_THR70_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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.
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"> • 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"> • 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 7	<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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q75-Q80):

NEW QUESTION # 75

During which stage of the Compensate and Pay sequence are secondary measurements calculated?

- A. Allocate
- B. Classify
- C. Reward
- D. Pay

Answer: C

NEW QUESTION # 76

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 an optional field within the system.
- D. They are used to identify credits by product or sale type.

Answer: B,D

NEW QUESTION # 77

Which of the following should be created as a participant? Note: There are 3 correct answers to this question.

- A. A member of the finance team who approves compensation plans
- B. An internal sales rep
- C. A report developer who does NOT need to view published reports
- D. A compensation administrator user
- E. An external firm that is compensated for sales activity

Answer: B,C,E

NEW QUESTION # 78

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

- A. They have special abilities that allow tasks to be accomplished easily.
- B. They are effective dated, which simplifies change management.
- C. They allow the encapsulation of data in distinct objects.
- D. They allow you to create and save advanced queries.
- E. They can be used to enforce security settings.

Answer: A,B,C

NEW QUESTION # 79

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

- A. Direct credit rule
- B. Commission incentive rule
- C. Indirect credit rule
- D. Secondary measurement rule

Answer: C

NEW QUESTION # 80

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