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## SAP C\_THR70\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

Topic 4	<ul style="list-style-type: none"> <li>• <b>Classification and Compensation Elements:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Organization Data:</b> 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.</li> </ul>

>> C\_THR70\_2505 Reliable Study Questions <<

## SAP C\_THR70\_2505 Reliable Study Questions: SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics - TestPassed Products Prepare for your Exam in Short Time

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### SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q65-Q70):

#### NEW QUESTION # 65

Each sales representative receives 5% on each individual sale up to \$10000. Individual sales over \$10000 and up to \$15000 are paid at 10%. Any individual sales over \$15000 receive 15% commission. Which type of rule should you use to create this compensation structure?

- A. Secondary measurement rule
- **B. Bonus incentive rule**
- C. Indirect credit rule
- D. Per credit incentive rule

**Answer: B**

#### NEW QUESTION # 66

What should you avoid when working with titles? Note: There are 1 correct answers to this question.

- A. Delete a title when it is no longer in use.
- B. Keep the same name of a title over time.
- C. Assign a compensation plan to a title.
- **D. Assign the same name to both titles and positions.**

**Answer: D**

#### NEW QUESTION # 67

What are some characteristics of a secondary measurement rule? Note: There are 2 correct answers to this question.

- A. It uses a Territory to aggregate credit values.
- B. It CANNOT be used to produce a calculated result such as attainment.
- **C. It generates values that can be referenced in a dashboard.**
- **D. It is used to perform additional calculations on a primary measurement.**

**Answer: C,D**

**NEW QUESTION # 68**

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

**Answer: A**

**NEW QUESTION # 69**

What are some characteristics of a position? Note: There are 2 correct answers to this question.

- A. A position CANNOT be reused.
- **B. A participant can have multiple positions at a given time.**
- **C. A position CANNOT have multiple participants at a given time.**
- D. A position name does NOT have to be unique.

**Answer: B,C**

**NEW QUESTION # 70**

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