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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">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 3	<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 4	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q36-Q41):

NEW QUESTION # 36

When would you set a termination date for a participant record?

- A. When you NO longer want the commissions calculation to be processed
- B. When you want to delete a participant from the system
- C. When a participant changes positions
- D. When a participant is leaving an organization

Answer: D

NEW QUESTION # 37

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

- A. A Rate Table can be used to calculate per-credit or aggregate commissions.
- 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. Rate Table CANNOT be built with Fixed Values or Formulas.

Answer: A,C

NEW QUESTION # 38

You have run Compensate and Pay and notice that one of your payees has a negative amount for the period. Assuming Allow Negative Payments is NOT enabled, how will the system manage this amount?

- A. The payee is responsible for reimbursing the organization for the negative amount.
- B. The payee will NOT be compensated until the end of the period.
- C. The amount will be stored as a payment and will offset the payment for the next period.
- D. The amount will be stored as a balance and will offset the payment for the next period.

Answer: D

NEW QUESTION # 39

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

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

Answer: D

NEW QUESTION # 40

Which of the following are valid calculation mode types? Note: There are 3 correct answers to this question.

- A. Specific position groups
- B. New transactions only
- C. All transactions for new and modified positions
- D. Specific position
- E. All transactions for all positions

Answer: A,D,E

NEW QUESTION # 41

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