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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q48-Q53):

NEW QUESTION # 48

One of your employees is moving from their position as a sales representative to a position as an account executive on October 1. Their prior position will be filled by a new hire at a later date.

How can you manage this change?

- A.
- B.
- **C.**
- D.

Answer: C

NEW QUESTION # 49

Which of the following are best practices regarding effective dates and versioning? Note: There are 2 correct answers to this question.

- **A. When a participant leaves a position, do NOT end date the position. Instead, inactivate it by removing the participant from the position.**
- **B. Plans and plan objects should only be versioned on a leaf period boundary.**
- C. When retiring a position, end date it by populating the effective end date with the last day of the position.

- D. Never end date a compensation rule. Instead, inactivate it by removing the rule from all compensation plans.

Answer: A,B

NEW QUESTION # 50

Which of the following is a characteristic of Rate Tables?

- A. They always use attainment as the input.
- B. They can calculate per-credit or aggregate commissions.
- C. They can calculate step commissions only.
- D. They depend on selections in the credit rule to make calculations.

Answer: B

NEW QUESTION # 51

For which objects can you create a Variable? Note: There are 3 correct answers to this question.

- A. Rate Table
- B. Classifier
- C. Formula
- D. Territory
- E. Lookup Table

Answer: A,D,E

NEW QUESTION # 52

Under which of the following circumstances would you create a Rate Table instead of a Lookup Table?

- A. If you need to derive a rate from a formula
- B. If you are using a Variable
- C. If the resulting unit type must be a percent
- D. If you are using step commission

Answer: D

NEW QUESTION # 53

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