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SAP C-THR70-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.

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SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q39-Q44):

NEW QUESTION # 39

Your company pays a quarterly bonus one month after the end of each quarter. How would you configure this in the compensation plan?

- A. In the deposit rule, set the hold type to Hold with Condition. Enter a date function to calculate 1 month from the current date.
- B. In the credit rule, set the hold type to Period Type. Select the option to release this credit 1 month from now.
- C. In the deposit rule, set the hold type to Period Type. Select the option to release this deposit 1 month from now.
- D. In the credit rule, set the hold type to Hold with Condition. Enter a date function to calculate 1 month from the current date.

Answer: A

NEW QUESTION # 40

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

Answer: A

NEW QUESTION # 41

What options can you set within the User Preferences workspace? Note: There are 3 correct answers to this question.

- A. Prompt Settings
- B. Default Business Unit
- C. Enable Processing Units
- D. Default View Data
- E. Payment Threshold

Answer: A,B,E

NEW QUESTION # 42

Which of the following are best practices when working with Variables? Note: There are 2 correct answers to this question.

- A. Avoid using Variables because they increase processing time.
- B. Always use a Variable in a rule instead of a compensation element.
- C. Set a default assignment for all Variables.
- D. Always leave the Variable default assignment field empty.

Answer: B,C

NEW QUESTION # 43

Which of the following objects can be used to define a territory? Note: There are 2 correct answers to this question.

- A. Advanced queries
- **B. Classifiers**
- C. Formulas
- **D. Categories**

Answer: B,D

NEW QUESTION # 44

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