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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"> 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"> 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 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.

SAP Certified Associate - SAP SuccessFactors Incentive Management and Embedded Analytics Sample Questions (Q70-Q75):

NEW QUESTION # 70

What can you use a deposit rule for? Note: There are 2 correct answers to this question.

- A. Aggregate credit amounts over time.
- B. Combine multiple incentives into a single deposit.
- C. Put a hold on all or part of a deposit until a future period.
- D. Classify transaction data by product group.

Answer: B,C

NEW QUESTION # 71

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

- A. They can be reused in multiple rules.
- B. They are effective dated, which simplifies change management.
- C. They can be used as placeholders to make compensation rules more flexible.
- D. They allow you to create and save advanced queries.
- E. They allow the encapsulation of data in distinct objects.

Answer: A,B,E

NEW QUESTION # 72

You are configuring calculation run preferences for your implementation.

Which of the following should you keep in mind? Note: There are 2 correct answers to this question.

- A. A zero value in the Minimum Payment Threshold setting indicates there is NO threshold.
- B. If Allow Negative Payments is set to True, then balances are carried forward to the next period.
- C. If On Demand Position Processing is set to False, all positions, including inactive ones, are processed.
- D. Log Warnings to Database must be enabled to display errors in the Pipeline workspace.

Answer: A,C

NEW QUESTION # 73

Which of the following can you accomplish within the Customizations workspace? Note: There are 2 correct answers to this question.

- A. Manage and create variables
- B. Manage and create attributes
- C. Create additional classifier types
- D. Specify if an attribute is required

Answer: B,C

NEW QUESTION # 74

One of your sales representatives is leaving the organization, and another new hire will take on their position. What is the best way to manage this with regard to organization data?

- A. Create a new version of the participant and update the participant information with the information of the new sales representative.
- B. Create a new version of the position and assign the new sales representative to the new version.
- C. End date the participant record for the former sales representative and create a new participant record for the new sales representative. Assign the new sales representative to the position.
- D. End date the position, create a new position, and assign the new sales representative to the new position.

Answer: C

NEW QUESTION # 75

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