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SAP C-THR85-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Nominations: SAP consultants examine the nomination process integral to Succession Management. The section includes the criteria for selecting individuals for roles and opportunities, showcasing the tools managers can leverage to influence these decisions. This knowledge is essential for streamlining succession planning.

Topic 2	Managing Clean Core: In this topic, SAP consultants explore the importance of maintaining a clean core in SAP SuccessFactors to ensure seamless system functionality. It emphasizes guidelines for configuring SuccessFactors with minimal customizations, promoting sustainable system architecture. Additionally, this section explains how a clean core simplifies upgrades and ongoing maintenance, reinforcing system efficiency.
Topic 3	Succession Data Model and People Profile: This section introduces the configuration of the succession data model, an essential competency for SAP consultants. It also explores the configuration of the People Profile for succession planning, emphasizing the relationships between various data elements to drive strategic planning.
Topic 4	Succession Org Chart and Lineage Chart: SAP consultants delve into creating organizational and lineage charts to visualize succession planning. This topic highlights the use of these charts for understanding employee relationships and career trajectories, as well as their role in strategic HR decision-making.
Topic 5	Talent Search: SAP consultants gain insights into talent search functionalities within SuccessFactors. The section emphasizes developing effective search criteria and utilizing results to make informed HR decisions, enhancing the organization's ability to identify and retain top talent.
Topic 6	Matrix Grid Reports and Calibration: This topic focuses on creating and analyzing matrix grid reports, a critical skill for SAP consultants. It explains calibration processes in performance management and discusses interpreting data effectively from these reports, enabling data-driven decisions for talent and performance evaluations.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q41-Q46):

NEW QUESTION # 41

Which of the following are configuration options for the Objective-Competency Matrix Report (How vs. What)?
Note: There are 2 correct answers to this question.

- A. This report CANNOT have custom weights.
- B. Report access is controlled by its own permission in Role-Based Permissions.
- C. Report access is controlled by its own provisioning switch.
- D. This report shares the icon configuration with the Performance-Potential Matrix Report.

Answer: C,D

NEW QUESTION # 42

Which of the following tasks must you perform to make a standard element visible in People Profile?
Note: There are 2 correct answers to this question.

- A. Add the standard element to the <view id="TalentSearch" template=""> in the Succession Data Model.
- B. Add the standard element to a portlet on People Profile.
- C. Add the standard element to the XML within the Edit Org Chart configuration.
- D. Grant view permissions to the standard element.

Answer: B,D

NEW QUESTION # 43

Your customer is using the MDF Position Nomination Method and the Succession Org Chart v12 (SOCV12).

What options are possible within the dropdown of the position card? Note There are 2 correct answers to this question.

- A. Edit Position
- B. Show Photo
- C. Add Peer
- D. Hide Position

Answer: A,D

NEW QUESTION # 44

Where in Admin Center can you export a template to create trend information data to be imported?

- A. Update User Information # Import Extended User Information
- B. Update User Information # Employee Import
- C. Update User Information # Employee Export
- D. Employee Files # Import and Export Data

Answer: A

NEW QUESTION # 45

You want to add succession-related portlets in People Profile. What must you do? Note: There are 2 correct answers to this question.

- A. Add the portlets to a home page tile.
- B. Add the portlets to the data model.
- C. Add the portlets to the Dashboard tile.
- D. Add the applicable permissions for the portlets.

Answer: B,D

NEW QUESTION # 46

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