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The most important thing for preparing the C_THR85_2411 exam is reviewing the essential point. In order to service the candidates better, we have issued the C_THR85_2411 test prep for you. Our company has accumulated so much experience about the test. So we can predict the real test precisely. Almost all questions and answers of the real exam occur on our C_THR85_2411 Guide

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SAP C_THR85_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Talent Pools: This section explains the concept and significance of talent pools in succession planning. SAP consultants explore strategies for managing and developing talent pools effectively while understanding their interaction with recruitment strategies, ensuring a robust talent pipeline.
Topic 2	• Processes and Presentations: This section equips SAP consultants with insights into designing effective HR processes in SuccessFactors. It covers techniques for customizing user workflows and presentations to enhance usability. Furthermore, it highlights tools for data reporting and effective presentation of HR process outcomes, ensuring impactful communication.
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	• Position Management: SAP consultants learn about core concepts in position management within SuccessFactors, including the assignment and management of roles. This section also addresses integration with other HR modules, emphasizing how position management enhances system-wide HR operations.
Topic 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q79-Q84):

NEW QUESTION # 79
When utilizing a talent pool in Succession what actions can a user take? Note There are 3 correct answers to this question.

- A. Add a new status.
- B. Filter nominations by date range.
- C. Secure the Talent Pool object.
- D. Set a readiness rating for an employee.
- E. Delete a nomination from the talent pool.

Answer: A,D,E

NEW QUESTION # 80
What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

- A. hireDate
- B. dateOfBirth
- C. startDate
- D. retirementDate

Answer: D

NEW QUESTION # 81

Which of the following features are available when you import background data using the Import Extended User Information feature? Note There are 2 correct answers to this question.

- A. The data can includes many to one data.
- B. The data can include a date field.
- C. The import file includes multiple sections of data.
- D. The data CANNOT include a user ID.
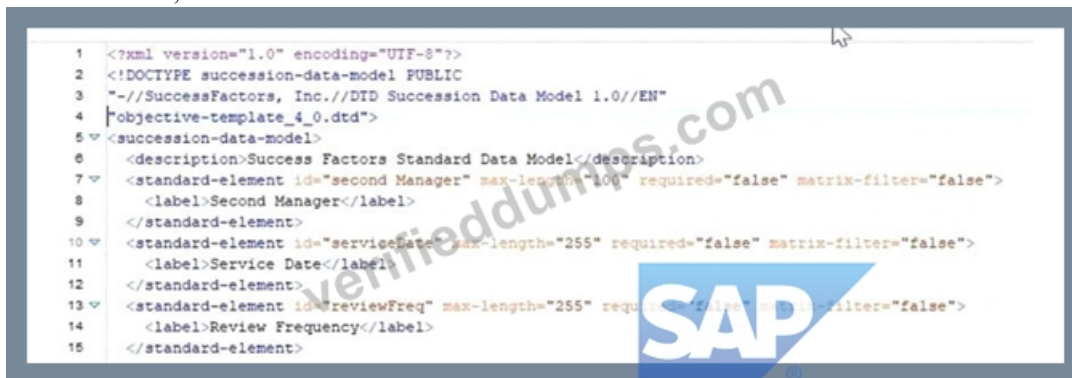
Answer: A,C

NEW QUESTION # 82
When do the end users see the default search fields in the Talent Search?Note: There are 2 correct answers to this question.

- A. When they use the Nominate option
- B. When they add users to pools from Talent Search
- C. When they go to the Talent Search for the first time
- D. When they use the Start Over option

Answer: B,C

NEW QUESTION # 83
In this screenshot,

which items need to be corrected before this file will pass a validation check?
Note: There are 2 correct answers to this question.

- A. The standard element id on line 7 needs to be corrected.
- B. The DOCTYPE tag on lines 2-4 needs to be on a single line.
- C. The DTD reference on line 4 needs to be changed.
- D. The max-length attribute on line 10 needs to be removed.

Answer: C,D

NEW QUESTION # 84
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Additionally, students can take multiple C_THR85_2411 exam questions, helping them to check and improve their performance. Three formats are prepared in such a way that by using them, candidates will feel confident and crack the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management (C_THR85_2411) actual exam. These three formats suit different preparation styles of C_THR85_2411 test takers.

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