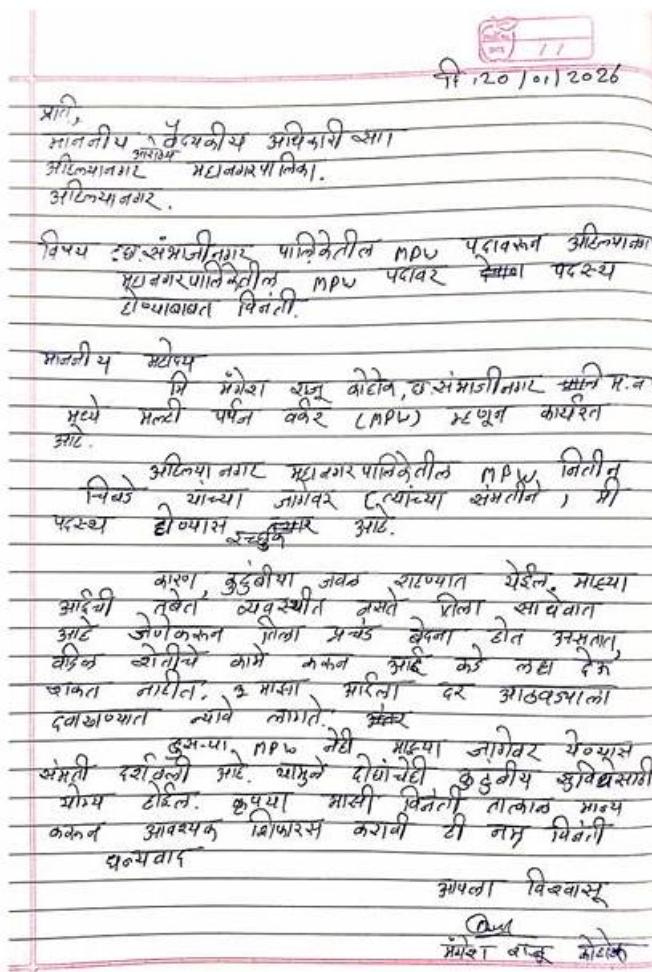


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## SAP C-THR85-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Succession Model and People Profile: This section of the exam assesses the abilities of SAP Consultants in defining the succession data model and aligning it with the People Profile framework. It focuses on field configuration, background elements, and the structural alignment needed to enable succession workflows.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>Presentations and Talent Cards: This section of the exam measures skills of Implementation Specialists and covers the setup and customization of Presentations and Talent Cards. It focuses on how visual tools are configured to display key talent metrics and performance indicators within the Succession module.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>Succession Tools: This section of the exam measures the proficiency of Implementation Specialists in managing and deploying the key tools within Succession Management. It includes configuration and use of Matrix Grid Reports, Talent Search, Position Tile Views, and Talent Pools to support effective succession decisions.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>Succession Management: This section of the exam evaluates the knowledge of SAP Consultants in configuring core succession planning features. It includes nomination methods, role-based permissions, and the integration of succession data across modules for strategic workforce planning.</li> </ul>

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q44-Q49):**

### **NEW QUESTION # 44**

You are using MDF Talent Pools. In miscellaneous permissions, which actions can you select? Note: There are 3 correct answers to this question.

- A. Move
- B. Write
- C. Insert
- D. View Current
- E. Correct

**Answer: C,D,E**

### **NEW QUESTION # 45**

What options do you have to add users from the Add Population dialog in a custom profile slide? Note: There are 2 correct answers to this question.

- A. Add a team, starting from a given manager, and include a specified number of levels.
- B. Select a dynamic group defined in the options under the Name menu.
- C. Import a CSV file containing a list of user names.
- D. Import an Excel file containing a list of user IDs.

**Answer: A,C**

### **NEW QUESTION # 46**

Where can you import position data? Note: There are 2 correct answers to this question.

- A. Succession → Position Management Import Positions
- B. Employee Files → Import and Export Data
- C. Employee Files → Manage Positions
- D. Employee Files → Manage Data

**Answer: A,B**

#### **NEW QUESTION # 47**

Which of the following Succession Management permissions require a target population? Note: There are 3 correct answers to this question.

- A. Talent Search Access
- B. Succession Approval
- C. Succession Organization Chart
- D. Succession Planning
- E. Succession Management and Matrix Reports

**Answer: B,D,E**

#### **NEW QUESTION # 48**

How do you add filters to the Competency-Objective Matrix?

- A. By modifying the Succession Data Model
- B. By changing Matrix Grid Reports: Performance-Potential in Admin Center
- C. By modifying the text option in the Org Chart XML
- D. By changing Matrix Grid Reports: How vs. What in Admin Center

**Answer: D**

#### **NEW QUESTION # 49**

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