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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>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>
Topic 3	<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 4	<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>
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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q33-Q38):**

### **NEW QUESTION # 33**

Which of the following are trend elements? Note: There are 3 correct answers to this question.

- A. Reason for leaving
- B. **sysOverallPerformance**
- C. Risk of Loss
- D. Potential
- E. **sysOverallCustom1**

**Answer: B,D,E**

### **NEW QUESTION # 34**

Which talent cards are configurable in the Admin Center? Note: There are 3 correct answers to this question.

- A. Presentation
- B. Calibration
- C. Succession
- D. People Profile
- E. Talent Search

**Answer: A,B,C**

### **NEW QUESTION # 35**

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

**Answer: A,C**

### **NEW QUESTION # 36**

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

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

**Answer: A**

### **NEW QUESTION # 37**

Where can you view bench strength within Succession Management? Note: There are 2 correct answers to this question.

- A. In the position card
- B. In the Succession Org Chart
- C. In the matrix grid report
- D. In the talent pools

**Answer: B,D**

## NEW QUESTION # 38

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