C-THR85-2505 exam study guide

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SAP C-THR85-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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.
Topic 4	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors

Succession Management Sample Questions (Q10-Q15):

NEW QUESTION # 10
What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

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

Answer: C

NEW QUESTION # 11
Which of the following allows you to add external candidates into the Succession Org Chart v12 within Succession Management?

- A. Career Development Planning
- B. Recruiting Management
- C. Onboarding
- D. People Profile

Answer: B

NEW QUESTION # 12
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. Secure the Talent Pool object.
- C. Delete a nomination from the talent pool.
- D. Set a readiness rating for an employee.
- E. Filter nominations by date range.

Answer: A,C,D

NEW QUESTION # 13
What must you do to allow a user to view the Nominate button for Talent Search V2?Note: There are 2 correct answers to this question.

- A. Modify the Talent Search section of the Succession Data Model.
- B. Change the criteria filters when viewing search results.
- C. Grant a user the appropriate permissions to nominate successors.
- D. Select the checkbox next to the candidate's name after performing a search.

Answer: C,D

NEW QUESTION # 14
You use the Import Extended User Information feature within Admin Center to add background data.How can you verify the success of the import?

- A. Check Provisioning → Succession Management.
- B. Check Provisioning → Company Settings.
- C. Check Admin Center → Company Settings.
- D. Check the e-mail that is sent to you after the import process is completed.

Answer: D

NEW QUESTION # 15

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