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SAP C_THR85_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q54-Q59):

NEW QUESTION # 54
Your customer wants to define a process to retrieve ratings for selected sources in the matrix grid report.Which of the following are valid rating sources to define in Processes and Forms?Note: There are 3 correct answers to this question.

- A. Performance Form Templates
- B. sysScoreCardPerfHistoryPortlet
- C. sysOverallPotential
- D. 360 Form Templates
- E. sysScoreCardObjRatingsPortlet

Answer: B,C,E

NEW QUESTION # 55
Where do you go to configure the retirement eligibility functionality?Note: There are 2 correct answers to this question.

- A. Admin Center → Succession
- B. Provisioning → Edit Matrix Classifier configuration in Provisioning
- C. Admin Center → Reporting and Analytics
- D. Provisioning → Edit Org Chart configuration

Answer: A,B

NEW QUESTION # 56
Which of the following are calibration options specific to Succession Management?Note: There are 3 correct answers to this question.

- A. You can edit MDF Positions from a calibration session.
- B. You can pull succession icons from the Succession Org Chart.
- C. You can include talent flags in a calibration template.
- D. You can pull succession icons from the Succession Matrix Report.
- E. You can add succession nominations from a calibration session.

Answer: C,D,E

NEW QUESTION # 57
Which of the following is an advantage of the Position Tile view?Note: There are 2 correct answers to this question.

- A. It can be used as an alternative to the Succession Org Chart.
- B. It allows users to search, and filter based on position attributes.
- C. It is available for both Legacy and MDF Position Nomination Methods.
- D. Picklist fields CANNOT be made searchable for the Position Tile view.

Answer: A,B

NEW QUESTION # 58
Based on the following video, which of the following configuration statements are accurate?
Note: There are 3 correct answers to this question.

- A. Risk of Loss has a picklist associated with it.
- B. Risk of Loss is the label being used by a standard element in the Succession Data Model.
- C. The standard element with id riskOfLoss must be present in the Succession Data Model.
- D. The standard element with id riskOfLoss may be present in the Succession Data Model.
- E. The standard element with label Risk of Loss must be set as editable in the Succession Data Model.

Answer: A,B,C

NEW QUESTION # 59
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