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SAP C_THR85_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q36-Q41):

NEW QUESTION # 36

What actions must you complete before you assign talent pool permissions? Note: There are 3 correct answers to this question.

- A. Secure the object in Configure Object Definition.
- B. Configure target population access to pools.
- C. Define the Performance-Potential Matrix Grid report.
- D. Enable pool-based succession planning.
- E. Ensure generic objects are activated.

Answer: A,D,E

NEW QUESTION # 37

Your customer wants to change the order of the Risk of Loss and Impact of Loss fields in People Profile. What do you do?

- A. Change the order in Matrix grid report icon configuration.
- B. Change the order of the fields in the Succession Data Model.
- C. Change the order of the fields in the Edit Org Chart configuration.
- D. Change the order using the arrows in Configure People Profile.

Answer: D

NEW QUESTION # 38

Which of the following tasks must you perform to make a standard element visible in People Profile? Note: There are 2 correct answers to this question.

- A. Add the standard element to a portlet on People Profile.
- B. Add the standard element to the <view id="TalentSearch" template=""> in the Succession Data Model.
- C. Add the standard element to the XML within the Edit Org Chart configuration.
- D. Grant view permissions to the standard element.

Answer: A,D

NEW QUESTION # 39

When filtering the matrix grid report, how can the data of a target population be restricted or narrowed? Note: There are 2 correct

answers to this question.

- A. By Succession Management and Matrix Report permissions
- B. By the team view or group
- C. By Succession Planning permissions
- D. By Succession Org Chart permissions

Answer: A,B

NEW QUESTION # 40

What attribute do you add to the Department field in the data model to convert text fields to dropdown lists in Talent Search?

- A. matrix-filter="true"
- B. pre-populate="true"
- C. text="false"
- D. drop-down="true"

Answer: B

NEW QUESTION # 41

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