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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 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 4	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q68-Q73):

NEW QUESTION # 68

Which of the following Provisioning settings must you enable to use the MDF Position Nomination Method? Note: There are 2 correct answers to this question.

- A. Enable Generic Objects
- B. Matrix Grid Report (9-Box)
- C. Enable Position Management
- D. True Position Hierarchy

Answer: A,C

NEW QUESTION # 69

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 Edit Org Chart configuration.
- C. Change the order using the arrows in Configure People Profile.
- D. Change the order of the fields in the Succession Data Model.

Answer: C

NEW QUESTION # 70

Which of the following tools allow you to back up a Succession Data Model? Note: There are 2 correct answers to this question.

- A. Action Search -> Succession Settings
- B. Action Search -> Manage Business Configuration
- C. Action Search -> Export Succession Data Model
- D. Provisioning -> Succession Management Import/Export Data Model

Answer: C,D

NEW QUESTION # 71

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

Answer: B,C

NEW QUESTION # 72

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

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

Answer: B,D,E

NEW QUESTION # 73

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