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SAP C_THR85_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q13-Q18):

NEW QUESTION # 13

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

Answer: A,C

NEW QUESTION # 14

What options do you have to add users from the Add Population dialog in a custom profile slide? Note: There are 2 correct answers to this question.

- A. Import an Excel file containing a list of user IDs.
- B. Import a CSV file containing a list of user names.
- C. Select a dynamic group defined in the options under the Name menu.
- D. Add a team, starting from a given manager, and include a specified number of levels.

Answer: B,D

NEW QUESTION # 15

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 of the fields in the Edit Org Chart configuration.
- B. Change the order in Matrix grid report icon 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 # 16

Which of the following activities are advantages when choosing the MDF Position Nomination Method over the legacy Position Nomination Method? Note: There are 3 correct answers to this question.

- A. You can keep a history of date changes made to a position object.
- B. You can add custom fields to the position object.
- C. You can create a succession plan for positions.
- D. You can search by position within the Succession Org Chart.
- E. You can sync positions.

Answer: A,B,D

NEW QUESTION # 17

Your customer wants to modify an existing MDF record. Where can this be changed in Admin Center?

- A. Configure People Profile
 - **B. Manage Data**
 - C. Manage Positions
 - D. Position Management: Position Setup

Answer: B

NEW QUESTION # 18

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