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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 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	• 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 (Q52-Q57):

NEW QUESTION # 52

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 # 53

What are the differences between the MDF Position and the Legacy Position nomination methods? Note: There are 2 correct answers to this question.

- A. You can use MDF talent pools.
- B. You can set permissions on the position object.
- C. You can import successors.
- D. You can use effective dating.

Answer: B,D

NEW QUESTION # 54

When utilizing the Succession Org Chart v12 and the Lineage Chart, what must you do to display Succession Planning data (for example, Talent Information, Formal Education)?

- A. Configure a talent card.
- B. Create talent searches.
- C. Modify matrix grid rating scales.
- D. Change Matrix Grid Reports: Performance-Potential

Answer: A,B

NEW QUESTION # 55

Which of the following standard elements are available in the Succession Data Model? Note: There are 3 correct answers to this question.

- A. Photo
- B. Custom01 to Custom15
- C. Language Skills
- D. Risk of Loss
- E. Formal Education

Answer: A,B,D

NEW QUESTION # 56

Which Succession tools have an option that allows an administrator to select a specific process or all data sources within the Admin Center settings? Note: There are 2 correct answers to this question.

- A. MDF Talent Pools
- B. Position Tile
- C. Talent Search V2
- D. Matrix Grid Reports: How vs. What

Answer: C,D

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