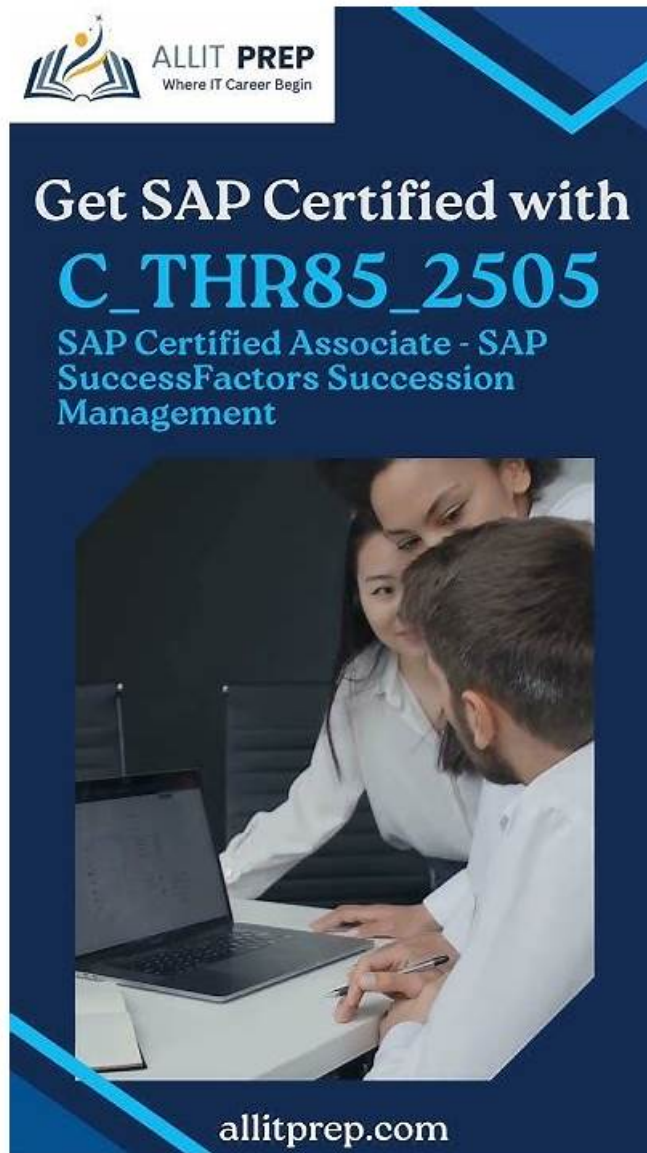


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SAP C_THR85_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q24-Q29):

NEW QUESTION # 24

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 create a succession plan for positions.
- C. You can add custom fields to the position object.
- D. You can sync positions.
- E. You can search by position within the Succession Org Chart.

Answer: A,C,E

NEW QUESTION # 25

What types of miscellaneous permissions are supported for MDF talent pools?Note: There are 2 correct answers to this question.

- A. Field Level Override permission

- B. Succession Approval permission
- C. Object Level permission
- D. Succession Planning permission

Answer: A,C

NEW QUESTION # 26

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

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

Answer: A,B,D

NEW QUESTION # 27

What are the prerequisites for a background element to be visible in People Profile? Note: There are 2 correct answers to this question.

- A. The element is listed in the <view-template id="talentSearch"> section of the data model.
- B. Permissions are granted under Admin Center → Set User Permissions.
- C. The element is added under Admin Center → Configure People Profile.
- D. A picklist is created under Admin Center → Picklist Center.

Answer: B,C

NEW QUESTION # 28

In which Succession tools can you use processes created in Processes and Forms? Note: There are 2 correct answers to this question.

- A. Position Tile view
- B. Matrix grid reports
- C. MDF talent pools
- D. Talent Search

Answer: A,B

NEW QUESTION # 29

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