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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 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	• 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	• 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 (Q45-Q50):

NEW QUESTION # 45

Which of the following features are available when you import background data using the Import Extended User Information feature? Note: There are 2 correct answers to this question.

- A. The data can include a date field.
- B. The import file includes multiple sections of data.
- C. The data can include many to one data.
- D. The data CANNOT include a user ID.

Answer: A,B

NEW QUESTION # 46

What happens when the visibility of a field is set to "none" for a background element in the Succession Data Model?

- A. This field is visible neither in People Profile nor in Talent Search.
- B. This field is visible in People Profile but NOT in Talent Search.
- C. This field is visible in both People Profile and in Talent Search.
- D. This field is NOT visible in People Profile but it is visible in Talent Search.

Answer: D

NEW QUESTION # 47

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

- A. Reason for leaving
- B. sysOverallPerformance
- C. Risk of Loss
- D. Potential
- E. sysOverallCustom1

Answer: B,D,E

NEW QUESTION # 48

Your customer wants to define a process to retrieve ratings for selected sources in the matrix grid report. Which of the following are valid rating sources to define in Processes and Forms? Note: There are 3 correct answers to this question.

- A. 360 Form Templates
- B. Performance Form Templates
- C. sysScoreCardObjRatingsPortlet
- D. sysOverallPotential
- E. sysScoreCardPerfHistoryPortlet

Answer: C,D,E

NEW QUESTION # 49

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 use effective dating.
- C. You can import successors.
- D. You can set permissions on the position object.

Answer: B,D

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