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SAP C-THR85-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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	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 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 (Q61-Q66):

NEW QUESTION # 61

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

Answer: B,C

NEW QUESTION # 62

Your customer currently uses the Position Nomination Method. This customer has decided to migrate to the MDF Position Nomination Method. What action do you need to perform in Admin Center before the customer generates the position model?

- A. Define matrix grid report icons.
- B. Ensure a position object is defined.
- C. Import the legacy position file.
- D. Define the nomination object.

Answer: B

NEW QUESTION # 63

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

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

Answer: A,D

NEW QUESTION # 64

Where can you import ratings for the trend elements?

- A. Import and Export Data
- B. Import Employee Data
- C. Import Extended User Information
- D. Import Foundation Data

Answer: C

NEW QUESTION # 65

When can you add custom fields to an MDF talent pool?

- A. Whenever an administrator is granted the Configure Object Definitions permission
- **B. Whenever an end user creates a new pool**
- C. Whenever a talent pool is associated with a role in the Job Profile Builder
- D. Whenever an administrator is granted the Import Object Definitions permission

Answer: B

NEW QUESTION # 66

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