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SAP C_THR85_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 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 (Q64-Q69):

NEW QUESTION # 64

Where do you go to configure the retirement eligibility functionality?Note: There are 2 correct answers to this question.

- A. Admin Center → Reporting and Analytics
- B. Admin Center → Succession
- C. Provisioning → Edit Org Chart configuration
- D. Provisioning → Edit Matrix Classifier configuration in Provisioning

Answer: B,D

NEW QUESTION # 65

What expanded capabilities do talent pools provide to customers?Note: There are 2 correct answers to this question.

- A. They can be associated to roles in Manage Job Roles.
- B. They can be viewed in the talent card.
- C. They can be associated in Manage Competencies
- D. They can be viewed within Recruiting.

Answer: A,B

NEW QUESTION # 66

Your customer wants to calibrate performance and potential in a session.Which of the following are advantages in a Calibration Session that are unavailable in a Performance-Potential Matrix report?Note: There are 2 correct answers to this question.

- A. You can display Performance and Potential in List View, Grid View or Dashboard.
- B. You can use the drag and drop functionality to change placements in the Matrix View.
- C. You can use a dynamic group to filter subjects in a calibration session view.
- D. You can access continuous performance management (CPM) to see activities and achievements.

Answer: A,B

NEW QUESTION # 67

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 add custom fields to the position object.
- B. You can keep a history of date changes made to a 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 # 68

Where in Admin Center can you export a template to create trend information data to be imported?

- A. Update User Information → Import Extended User Information
- B. Update User Information → Employee Export
- C. Employee Files → Import and Export Data
- D. Update User Information → Employee Import

Answer: A

NEW QUESTION # 69

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