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SAP C_THR85_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Talent Pools: This section explains the concept and significance of talent pools in succession planning. SAP consultants explore strategies for managing and developing talent pools effectively while understanding their interaction with recruitment strategies, ensuring a robust talent pipeline.
Topic 2	• Succession Data Model and People Profile: This section introduces the configuration of the succession data model, an essential competency for SAP consultants. It also explores the configuration of the People Profile for succession planning, emphasizing the relationships between various data elements to drive strategic planning.

Topic 3	• Nominations: SAP consultants examine the nomination process integral to Succession Management. The section includes the criteria for selecting individuals for roles and opportunities, showcasing the tools managers can leverage to influence these decisions. This knowledge is essential for streamlining succession planning.
Topic 4	• Talent Search: SAP consultants gain insights into talent search functionalities within SuccessFactors. The section emphasizes developing effective search criteria and utilizing results to make informed HR decisions, enhancing the organization's ability to identify and retain top talent.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q23-Q28):

NEW QUESTION # 23
Where in Admin Center can you export a template to create trend information data to be imported?

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

Answer: B

NEW QUESTION # 24
Your customer is using Impact of Loss in the Succession Organization Chart (SOC).
What Succession Org Chart XML tag do you configure to display SAP SuccessFactors provided images?

- A. gradientOption
- B. iconSetOption
- C. textOption
- D. keyPositionOption

Answer: B

NEW QUESTION # 25
Your customer would like to configure the icons within the Succession talent card. Where can these changes be made?

- A. Edit Org Chart Configuration
- B. Succession Settings
- C. Edit Matrix Grid Report Icon Configuration
- D. Manage Talent Card

Answer: C

NEW QUESTION # 26

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. Succession Planning permission
- D. Object Level permission

Answer: A,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

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