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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	• 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 3	• 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 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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Succession Management Sample Questions (Q32-Q37):

NEW QUESTION # 32

Which of the following tasks must you perform to make a standard element visible in People Profile? Note: There are 2 correct answers to this question.

- A. Add the standard element to a portlet on People Profile.
- B. Grant view permissions to the standard element.
- C. Add the standard element to the <view id="TalentSearch" template=""> in the Succession Data Model.
- D. Add the standard element to the XML within the Edit Org Chart configuration.

Answer: A,B

NEW QUESTION # 33

What information can be included in a Trend Data Export file? Note: There are 3 correct answers to this question.

- A. Calibration session data
- B. Live profile data
- C. Talent flags
- D. Performance form data
- E. Labels

Answer: A,B,D

NEW QUESTION # 34

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

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

Answer: B

NEW QUESTION # 35

What trend background elements are available to use on the matrix grid report? Note: There are 2 correct answers to this question.

- A. sysScoreCardPerfHistoryPortlet
- B. sysOverallCustom1
- C. sysOverallCompetency
- D. sysScoreCardSuccessorPortlet

Answer: B,C

NEW QUESTION # 36

Which of the nomination methods track To Be Hired or vacant positions? Note: There are 2 correct answers to this question.

- A. Pool-Based Planning
- B. MDF Position
- C. Position
- D. Role-Person

Answer: B,C

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