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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 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 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 (Q62-Q67):

NEW QUESTION # 62

Where do you enable the nomination history for the Succession Org Chart?

- A. Admin Center > Org Chart Configuration
- B. Admin Center > Succession Settings
- C. Provisioning > Company Settings
- D. Provisioning > Import/Export Data Model

Answer: A

NEW QUESTION # 63

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

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

Answer: B,D

NEW QUESTION # 64

When do the end users see the default search fields in the Talent Search?Note: There are 2 correct answers to this question.

- A. When they go to the Talent Search for the first time
- B. When they add users to pools from Talent Search
- C. When they use the Start Over option
- D. When they use the Nominate option

Answer: A,B

NEW QUESTION # 65

Which of the following values are included in the Personal Information Import template?Note: There are 2 correct answers to this question.

- A. Language skills
- B. Risk of loss
- C. Impact of loss
- D. Manager

Answer: B,C

NEW QUESTION # 66

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 create a succession plan for positions.
- C. You can sync positions.
- D. You can search by position within the Succession Org Chart.
- E. You can keep a history of date changes made to a position object.

Answer: A,D,E

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