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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	• 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q21-Q26):

NEW QUESTION # 21
Which talent cards are configurable in the Admin Center?Note: There are 3 correct answers to this question.

- A. Presentation
- B. Talent Search
- C. People Profile
- D. Calibration
- E. Succession

Answer: A,D,E

NEW QUESTION # 22
What actions must you complete before you assign talent pool permissions?Note: There are 3 correct answers to this question.

- A. Ensure generic objects are activated.
- B. Define the Performance-Potential Matrix Grid report.
- C. Enable pool-based succession planning.
- D. Configure target population access to pools.
- E. Secure the object in Configure Object Definition.

Answer: A,C,E

NEW QUESTION # 23
Your customer wants to change the order of the Risk of Loss and Impact of Loss fields in People Profile.What do you do?

- A. Change the order of the fields in the Succession Data Model.
- B. Change the order of the fields in the Edit Org Chart configuration.
- C. Change the order using the arrows in Configure People Profile.
- D. Change the order in Matrix grid report icon configuration.

Answer: C

NEW QUESTION # 24
Your customer wants to maintain 10 custom fields for a position within Configure Object Definitions.What succession nomination method do you select in Provisioning?

- A. MDF position
- B. Role
- C. Position
- D. Role-person

Answer: A

NEW QUESTION # 25
What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

- A. retirementDate
- B. dateOfBirth
- C. hireDate
- D. startDate

Answer: A

NEW QUESTION # 26
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