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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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q54-Q59):

NEW QUESTION # 54
How can you access the Talent Search tool?Note: There are 2 correct answers to this question.

- A. From the Nomination block in the profile
- B. From the talent pool nominee page
- C. From a subtab under Succession
- D. From a link in the Succession Org Chart

Answer: C,D

NEW QUESTION # 55
What actions must you complete before you assign talent pool permissions?Note: There are 3 correct answers to this question.

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

Answer: A,B,C

NEW QUESTION # 56
What is the main purpose of the Lineage Chart tool?

- A. To display the downstream impact of succession planning in the Succession Org Chart
- B. To show the hierarchy of the organization
- C. To show the downstream impact of succession planning on internal nominations
- D. To show the downstream impact of succession planning on internal and external nominations

Answer: A

NEW QUESTION # 57
Which Succession Management tools allow you to nominate employees to talent pools?Note: There are 2 correct answers to this question.

- A. Succession talent card
- B. Development plan
- C. Talent Search results page
- D. Career worksheets

Answer: A,C

NEW QUESTION # 58
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 use the Nominate option
- B. When they go to the Talent Search for the first time
- C. When they add users to pools from Talent Search
- D. When they use the Start Over option

Answer: B,C

NEW QUESTION # 59
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