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SAP C_THR85_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none"> • 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 (Q74-Q79):

NEW QUESTION # 74

You want to add succession-related portlets in People Profile. What must you do? Note: There are 2 correct answers to this question.

- A. Add the applicable permissions for the portlets.
- B. Add the portlets to a home page tile.
- C. Add the portlets to the Dashboard tile.
- D. Add the portlets to the data model.

Answer: A,D

NEW QUESTION # 75

What happens when the visibility of a field is set to "none" for a background element in the Succession Data Model?

- A. This field is visible neither in People Profile nor in Talent Search.
- B. This field is visible in People Profile but NOT in Talent Search.
- C. This field is visible in both People Profile and in Talent Search.
- D. This field is NOT visible in People Profile but it is visible in Talent Search.

Answer: D

NEW QUESTION # 76

When utilizing the Succession Org Chart v12 and the Lineage Chart, what must you do to display Succession Planning data (for example, Talent Information, Formal Education)?

- A. Change Matrix Grid Reports: Performance-Potential
- B. Modify matrix grid rating scales.
- C. Create talent searches.
- D. Configure a talent card.

Answer: C,D

NEW QUESTION # 77

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. Impact of loss
- C. Manager
- D. Risk of loss

Answer: B,D

NEW QUESTION # 78

Which of the following is an advantage of the Position Tile view? Note: There are 2 correct answers to this question.

- A. It can be used as an alternative to the Succession Org Chart.
- B. Picklist fields CANNOT be made searchable for the Position Tile view.
- C. It allows users to search, and filter based on position attributes.
- D. It is available for both Legacy and MDF Position Nomination Methods.

Answer: A,C

NEW QUESTION # 79

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