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SAP C_THR85_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q21-Q26):

NEW QUESTION # 21

Which of the following features are available when you import background data using the Import Extended User Information feature? Note: There are 2 correct answers to this question.

- A. The data can include a date field.
- B. The data can include many to one data.
- C. The data CANNOT include a user ID.
- D. The import file includes multiple sections of data.

Answer: A,D

NEW QUESTION # 22

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

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

Answer: A,C,E

NEW QUESTION # 23

What must you do to allow a user to view the Nominate button for Talent Search V2? Note: There are 2 correct answers to this question.

- A. Modify the Talent Search section of the Succession Data Model.
- B. Change the criteria filters when viewing search results.
- C. Grant a user the appropriate permissions to nominate successors.
- D. Select the checkbox next to the candidate's name after performing a search.

Answer: C,D

NEW QUESTION # 24

What is the main purpose of the Lineage Chart tool?

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

Answer: D

NEW QUESTION # 25

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. **Configure a talent card.**
- C. Modify matrix grid rating scales.
- D. **Create talent searches.**

Answer: B,D

NEW QUESTION # 26

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