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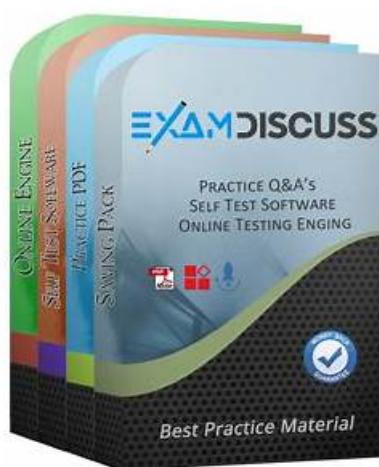
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SAP C-THR85-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 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 (Q16-Q21):

NEW QUESTION # 16
When filtering the matrix grid report, how can the data of a target population be restricted or narrowed?Note: There are 2 correct answers to this question.

- A. By Succession Management and Matrix Report permissions
- B. By Succession Org Chart permissions
- C. By Succession Planning permissions
- D. By the team view or group

Answer: A,D

NEW QUESTION # 17
What information is included in the Background Data Import template?

- A. Personal information data
- B. Employee import data
- C. Education data
- D. Trend data

Answer: C

NEW QUESTION # 18
Your customer wants to define a process to retrieve ratings for selected sources in the matrix grid report.Which of the following are valid rating sources to define in Processes and Forms?Note: There are 3 correct answers to this question.

- A. sysScoreCardPerfHistoryPortlet
- B. 360 Form Templates
- C. sysScoreCardObjRatingsPortlet
- D. Performance Form Templates
- E. sysOverallPotential

Answer: A,C,E

NEW QUESTION # 19

What options do you have to add users from the Add Population dialog in a custom profile slide?Note: There are 2 correct answers to this question.

- A. Select a dynamic group defined in the options under the Name menu.
- B. Add a team, starting from a given manager, and include a specified number of levels.
- C. Import an Excel file containing a list of user IDs.
- D. Import a CSV file containing a list of user names.

Answer: B,D

NEW QUESTION # 20

What are the attributes of a talent card?Note: There are 2 correct answers to this question.

- A. Nominations can be reviewed.
- B. Many background elements can be included.
- C. The layout can be configured in Provisioning.
- D. The layout can be configured in Manage Templates.

Answer: A,B,D

NEW QUESTION # 21
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