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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	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 3	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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q75-Q80):

NEW QUESTION # 75

Where can you select the option to exclude a succession planner from seeing themselves within a succession plan?

- A. Succession Settings
- B. Org Chart Configuration
- C. Talent Search Settings
- **D. Nominations Setup**

Answer: D

NEW QUESTION # 76

What trend background elements are available to use on the matrix grid report?Note: There are 2 correct answers to this question.

- **A. sysOverallCustoml**
- B. sysScoreCardSuccessorPortlet
- C. sysScoreCardPerfHistoryPortlet
- **D. sysOverallCompetency**

Answer: A,D

NEW QUESTION # 77

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 in Matrix grid report icon configuration.
- 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 of the fields in the Succession Data Model.

Answer: C

NEW QUESTION # 78

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 add users to pools from Talent Search**

- C. When they use the Start Over option
- D. When they go to the Talent Search for the first time

Answer: B,D

NEW QUESTION # 79

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 # 80

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