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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"> • 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	<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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q43-Q48):

NEW QUESTION # 43

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 # 44

In which Succession tools can you use processes created in Processes and Forms? Note: There are 2 correct answers to this question.

- A. Matrix grid reports
- B. MDF talent pools
- C. Talent Search
- D. Position Tile view

Answer: A,D

NEW QUESTION # 45

Where do you go to configure the retirement eligibility functionality? Note: There are 2 correct answers to this question.

- A. Admin Center → Succession
- B. Admin Center → Reporting and Analytics
- C. Provisioning → Edit Org Chart configuration
- D. Provisioning → Edit Matrix Classifier configuration in Provisioning

Answer: A,D

NEW QUESTION # 46

Which talent cards are configurable in the Admin Center? Note: There are 3 correct answers to this question.

- A. Calibration
- B. Succession
- C. Talent Search
- D. Presentation
- E. People Profile

Answer: A,B,D

NEW QUESTION # 47

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

Answer: B

NEW QUESTION # 48

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