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## SAP C\_THR85\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• 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.</li></ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q37-Q42):

### NEW QUESTION # 37

Your customer wants to modify an existing MDF record. Where can this be changed in Admin Center?

- A. Manage Positions
- B. Configure People Profile
- C. Manage Data
- D. Position Management: Position Setup

**Answer: C**

### NEW QUESTION # 38

Where do you enable the option to rank successors?

- A. Admin Center → Org Chart Configuration
- B. Admin Center → Nomination Setup
- C. Provisioning → Edit Org Chart Configuration
- D. Provisioning → Import/Export Data Model

**Answer: B**

### NEW QUESTION # 39

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

**Answer: B,D**

#### NEW QUESTION # 40

What actions must you complete before you assign talent pool permissions?Note: There are 3 correct answers to this question.

- A. Secure the object in Configure Object Definition.
- B. Ensure generic objects are activated.
- C. Enable pool-based succession planning.
- D. Configure target population access to pools.
- E. Define the Performance-Potential Matrix Grid report.

Answer: A,B,C

#### NEW QUESTION # 41

Your customer wants to calibrate performance and potential in a session. Which of the following are advantages in a Calibration Session that are unavailable in a Performance-Potential Matrix report?Note: There are 2 correct answers to this question.

- A. You can use a dynamic group to filter subjects in a calibration session view.
- B. You can use the drag and drop functionality to change placements in the Matrix View.
- C. You can display Performance and Potential in List View, Grid View or Dashboard.
- D. You can access continuous performance management (CPM) to see activities and achievements.

Answer: B,C

#### NEW QUESTION # 42

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