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SAP C_THR85_2505 Exam Syllabus Topics:

Topic	Details
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Topic 1	<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 2	<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.
Topic 3	<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 4	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q49-Q54):

NEW QUESTION # 49

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

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

Answer: A,C

NEW QUESTION # 50

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

Answer: A,D

NEW QUESTION # 51

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 # 52

You use the Import Extended User Information feature within Admin Center to add background data. How can you verify the success of the import?

- A. Check Provisioning → Company Settings.
- B. **Check the e-mail that is sent to you after the import process is completed.**
- C. Check Provisioning → Succession Management.
- D. Check Admin Center → Company Settings.

Answer: B

NEW QUESTION # 53

Where in the Succession Data Model do you configure the label of the Department field?

- A. View Template
- B. Scorecard
- C. Standard Element
- D. Background Element

Answer: C

NEW QUESTION # 54

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