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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">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 3	<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 4	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q71-Q76):

NEW QUESTION # 71

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

Answer: B

NEW QUESTION # 72

What information can be included in a Trend Data Export file? Note: There are 3 correct answers to this question.

- A. Labels
- B. Talent flags
- **C. Performance form data**
- **D. Calibration session data**
- **E. Live profile data**

Answer: C,D,E

NEW QUESTION # 73

What are the prerequisites for a background element to be visible in People Profile? Note: There are 2 correct answers to this question.

- A. A picklist is created under Admin Center → Picklist Center.
- B. The element is listed in the <view-template id="talentSearch"> section of the data model.
- **C. The element is added under Admin Center → Configure People Profile.**
- **D. Permissions are granted under Admin Center → Set User Permissions.**

Answer: C,D

NEW QUESTION # 74

What are the differences between the MDF Position and the Legacy Position nomination methods? Note: There are 2 correct answers to this question.

- **A. You can use effective dating.**
- **B. You can set permissions on the position object.**
- C. You can import successors.
- D. You can use MDF talent pools.

Answer: A,B

NEW QUESTION # 75

What is the behavior of the Export All option in Talent Search? Note: There are 2 correct answers to this question.

- **A. There are distinct Role-Based Permissions to export all results and export only certain users.**
- **B. All results will be included even if you do NOT scroll down to the bottom of the result page.**
- C. When there are more than 20 results, the export triggers a job on the back end.
- D. When there are fewer than 20 results, the export triggers a job on the back end.

Answer: A,B

NEW QUESTION # 76

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