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SAP C_THR85_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Talent Search: SAP consultants gain insights into talent search functionalities within SuccessFactors. The section emphasizes developing effective search criteria and utilizing results to make informed HR decisions, enhancing the organization's ability to identify and retain top talent.
Topic 2	• Managing Clean Core: In this topic, SAP consultants explore the importance of maintaining a clean core in SAP SuccessFactors to ensure seamless system functionality. It emphasizes guidelines for configuring SuccessFactors with minimal customizations, promoting sustainable system architecture. Additionally, this section explains how a clean core simplifies upgrades and ongoing maintenance, reinforcing system efficiency.
Topic 3	• Succession Org Chart and Lineage Chart: SAP consultants delve into creating organizational and lineage charts to visualize succession planning. This topic highlights the use of these charts for understanding employee relationships and career trajectories, as well as their role in strategic HR decision-making.

Topic 4	• Matrix Grid Reports and Calibration: This topic focuses on creating and analyzing matrix grid reports, a critical skill for SAP consultants. It explains calibration processes in performance management and discusses interpreting data effectively from these reports, enabling data-driven decisions for talent and performance evaluations.
Topic 5	• Position Management: SAP consultants learn about core concepts in position management within SuccessFactors, including the assignment and management of roles. This section also addresses integration with other HR modules, emphasizing how position management enhances system-wide HR operations.
Topic 6	• Processes and Presentations: This section equips SAP consultants with insights into designing effective HR processes in SuccessFactors. It covers techniques for customizing user workflows and presentations to enhance usability. Furthermore, it highlights tools for data reporting and effective presentation of HR process outcomes, ensuring impactful communication.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q36-Q41):

NEW QUESTION # 36
Where in Admin Center can you import position data when you use the Legacy Position Nomination Method?

- A. Import Extended User Information
- B. Import and Export Data
- C. Position Management: Position Setup
- D. Position Management: Import Positions

Answer: D

NEW QUESTION # 37
Where do you go to configure the retirement eligibility functionality? Note There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 38
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 Admin Center # 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 Provisioning # Company Settings.

Answer: B

NEW QUESTION # 39

What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

- A. retirementDate
- B. hireDate
- C. startDate
- D. dateOfBirth

Answer: A

NEW QUESTION # 40

Where are the Lineage Chart V12 icons configured?

- A. Provisioning → Edit Org Chart configuration
- B. Provisioning → Edit Matrix Grid Classifier configuration
- C. Admin Center → Succession Settings
- D. Admin Center → Matrix grid icon configuration

Answer: A

NEW QUESTION # 41

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