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SAP C-THR85-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• 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 5	• Succession Data Model and People Profile: This section introduces the configuration of the succession data model, an essential competency for SAP consultants. It also explores the configuration of the People Profile for succession planning, emphasizing the relationships between various data elements to drive strategic planning.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q47-Q52):

NEW QUESTION # 47
Where can you find the "exclude granted users from having the permission access to themselves" option?

- A. Provisioning # Company Settings
- B. Admin Center # Succession Settings
- C. Admin Center # Nomination Setup
- D. Admin Center # Manage Permission Roles

Answer: C

NEW QUESTION # 48
In this screenshot,

which items need to be corrected before this file will pass a validation check?
Note: There are 2 correct answers to this question.

- A. The max-length attribute on line 10 needs to be removed.
- B. The DTD reference on line 4 needs to be changed.
- C. The DOCTYPE tag on lines 2-4 needs to be on a single line.
- D. The standard element id on line 7 needs to be corrected.

Answer: A,B

NEW QUESTION # 49

Which of the following features can be displayed within the Succession Org Chart v12? Note There are 3 correct answers to this question.

- A. Position Tile
- B. Multi-incumbent positions
- C. Talent pool nominations
- D. Performance forms
- E. Development goals

Answer: B,C,E

NEW QUESTION # 50

You are using MDF Talent Pools.In miscellaneous permissions, which actions can you select?Note: There are 3 correct answers to this question.

- A. Move
- B. Write
- C. Insert
- D. View Current
- E. Correct

Answer: C,D,E

NEW QUESTION # 51

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

Answer: D

NEW QUESTION # 52

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