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## SAP C\_THR85\_2411 Exam Syllabus Topics:

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

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|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 4 | <ul style="list-style-type: none"> <li>• 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.</li> </ul>       |
| Topic 5 | <ul style="list-style-type: none"> <li>• 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.</li> </ul> |
| Topic 6 | <ul style="list-style-type: none"> <li>• 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.</li> </ul>                          |
| Topic 7 | <ul style="list-style-type: none"> <li>• 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.</li> </ul>                                                 |
| Topic 8 | <ul style="list-style-type: none"> <li>• Nominations: SAP consultants examine the nomination process integral to Succession Management. The section includes the criteria for selecting individuals for roles and opportunities, showcasing the tools managers can leverage to influence these decisions. This knowledge is essential for streamlining succession planning.</li> </ul>              |

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q64-Q69):

### NEW QUESTION # 64

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

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

**Answer: A**

### NEW QUESTION # 65

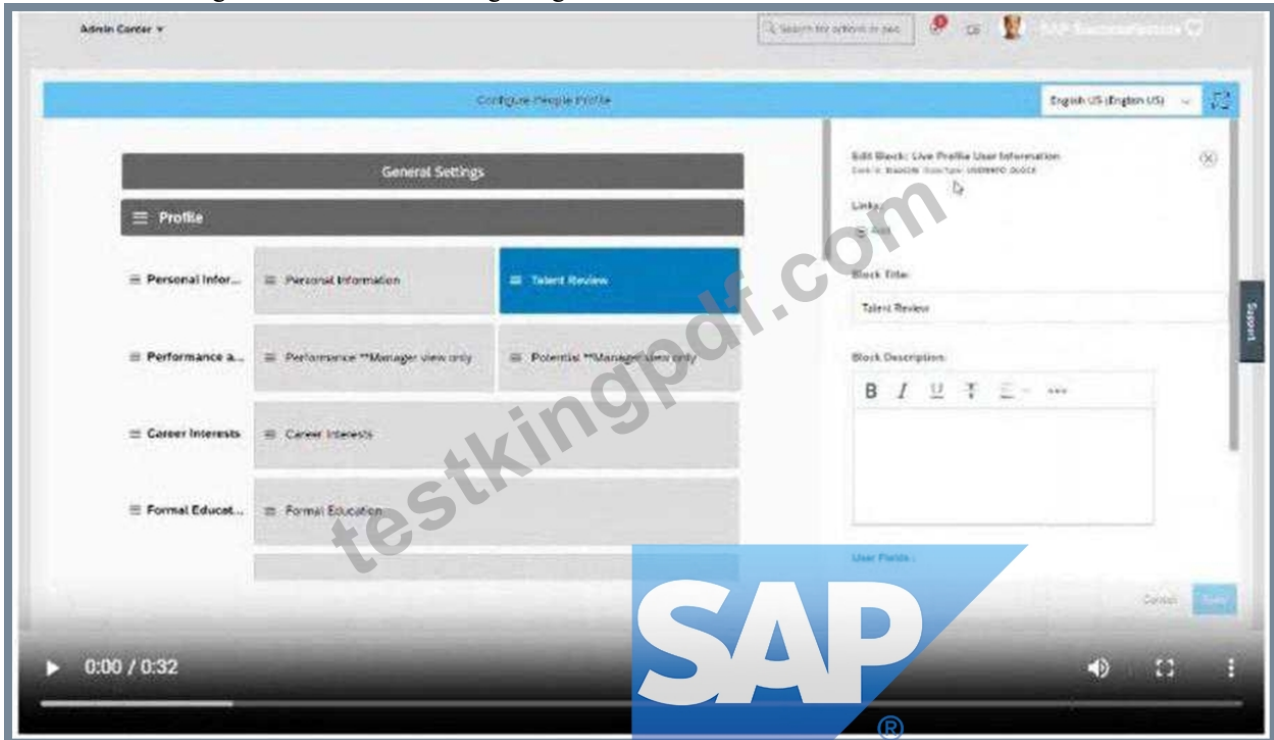
What are the prerequisites for a background element to be visible in People Profile? Note There are 2 correct answers to this question.

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

**Answer: A,B**

### NEW QUESTION # 66

Based on the following video which of the following configuration statements are accurate?



Note There are 3 correct answers to this question.

- A. The standard element with id riskOfLoss may be present in the Succession Data Model.
- B. The standard element with label Risk of Loss must be set as editable in the Succession Data Model.
- C. Risk of Loss has a picklist associated with it.
- D. The standard element with id riskOfLoss must be present in the Succession Data Model.
- E. Risk of Loss is the label being used by a standard element in the Succession Data Model.

Answer: A,C,E

### NEW QUESTION # 67

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

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

Answer: A,D

### NEW QUESTION # 68

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

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

Answer: A

## NEW QUESTION # 69

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