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SAP C_THR85_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 (Q45-Q50):

NEW QUESTION # 45

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

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

Answer: B,D

NEW QUESTION # 46

Which of the following is an advantage of the Position Tile view?Note: There are 2 correct answers to this question.

- A. It can be used as an alternative to the Succession Org Chart.
- B. It is available for both Legacy and MDF Position Nomination Methods.
- C. It allows users to search, and filter based on position attributes.
- D. Picklist fields CANNOT be made searchable for the Position Tile view.

Answer: A,C

NEW QUESTION # 47

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 use MDF talent pools.
- C. You can import successors.
- D. You can set permissions on the position object.

Answer: A,D

NEW QUESTION # 48

Your customer is using the Legacy Position Nomination Method and the Succession Org Chart v12 (SOCv12).What options are possible within the dropdown of the position card?Note: There are 3 correct answers to this question.

- A. Add Peer
- B. Edit Position
- C. Show Photo
- D. Hide Position
- E. More Successors

Answer: B,D,E

NEW QUESTION # 49

Which of the following activities are advantages when choosing the MDF Position Nomination Method over the legacy Position Nomination Method?Note: There are 3 correct answers to this question.

- A. You can add custom fields to the position object.
- B. You can create a succession plan for positions.
- C. You can keep a history of date changes made to a position object.
- D. You can sync positions.
- E. You can search by position within the Succession Org Chart.

Answer: A,C,E

NEW QUESTION # 50

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