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SAP C_THR85_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q39-Q44):

NEW QUESTION # 39

What options do you have to add users from the Add Population dialog in a custom profile slide?Note: There are 2 correct answers to this question.

- A. Import an Excel file containing a list of user IDs.
- B. Add a team, starting from a given manager, and include a specified number of levels.
- C. Import a CSV file containing a list of user names.
- D. Select a dynamic group defined in the options under the Name menu.

Answer: B,C

NEW QUESTION # 40

Which of the following are calibration options specific to Succession Management?Note: There are 3 correct answers to this question.

- A. You can edit MDF Positions from a calibration session.
- B. You can pull succession icons from the Succession Matrix Report.
- C. You can include talent flags in a calibration template.
- D. You can pull succession icons from the Succession Org Chart.
- E. You can add succession nominations from a calibration session.

Answer: B,C,E

NEW QUESTION # 41

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

Answer: A,D

NEW QUESTION # 42

What trend background elements are available to use on the matrix grid report?Note: There are 2 correct answers to this question.

- A. sysScoreCardSuccessorPortlet
- B. sysOverallCompetency
- C. sysOverallCustomI
- D. sysScoreCardPerfHistoryPortlet

Answer: B,C

NEW QUESTION # 43

Which of the following are examples of available filter options for the matrix grid reports?Note: There are 2 correct answers to this question.

- A. userinfo-element with matrix-filter="true"
- B. impactOfLoss

- C. Custom fields, from custom01 to custom15
- D. Department

Answer: C,D

NEW QUESTION # 44

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