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SAP C_THR85_2411 Exam Syllabus Topics:

Topic	Details

Topic 1	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 2	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 3	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.
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	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q57-Q62):

NEW QUESTION # 57

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

Answer: B,D

NEW QUESTION # 58

When do the end users see the default search fields in the Talent Search? Note: There are 2 correct answers to this question.

- A. When they add users to pools from Talent Search
- B. When they use the Start Over option
- C. When they go to the Talent Search for the first time
- D. When they use the Nominate option

Answer: B,C

NEW QUESTION # 59

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Establish regular housekeeping tasks and procedures.
- C. Define roles and responsibilities as part of a process transformation office.
- D. Establish an organizational structure technical foundation and transformation methodology for clean core.

- E. Establish release management.

Answer: A,C,D

NEW QUESTION # 60

Which of the following values are included in the Personal Information Import template? Note There are 2 correct answers to this question.

- A. Language skills
- B. Impact of loss
- C. Manager
- D. Risk of loss

Answer: B,D

NEW QUESTION # 61

What can a user accomplish using the eye icon on the screen shown here?



Note There are 2 correct answers to this question.

- A. Show or hide one or more direct reports.
- B. Show or hide all direct reports.
- C. Show or hide the slide.
- D. Show or hide hotspots.

Answer: A,B

NEW QUESTION # 62

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