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## SAP C-THR85-2505 Exam Syllabus Topics:

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

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management Sample Questions (Q73-Q78):**

### **NEW QUESTION # 73**

In which Succession tools can you use processes created in Processes and Forms? Note: There are 2 correct answers to this question.

- A. Matrix grid reports
- B. Position Tile view
- C. MDF talent pools
- D. Talent Search

**Answer: A,B**

### **NEW QUESTION # 74**

Which of the nomination methods track To Be Hired or vacant positions? Note: There are 2 correct answers to this question.

- A. Pool-Based Planning
- B. Role-Person
- C. Position
- D. MDF Position

**Answer: C,D**

### **NEW QUESTION # 75**

How can you access the Talent Search tool? Note: There are 2 correct answers to this question.

- A. From a link in the Succession Org Chart
- B. From a subtab under Succession
- C. From the Nomination block in the profile
- D. From the talent pool nominee page

**Answer: A,B**

### **NEW QUESTION # 76**

Where can you import ratings for the trend elements?

- A. Import Foundation Data
- B. Import and Export Data
- C. Import Extended User Information
- D. Import Employee Data

**Answer: C**

### **NEW QUESTION # 77**

What attribute do you add to the Department field in the data model to convert text fields to dropdown lists in Talent Search?

- A. text="false"
- B. **pre-populate="true"**
- C. drop-down="true"
- D. matrix-filter="true"

**Answer: B**

## NEW QUESTION # 78

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