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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 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 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 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 (Q65-Q70):

NEW QUESTION # 65

Your customer wants to calibrate performance and potential in a session. Which of the following are advantages in a Calibration Session that are unavailable in a Performance-Potential Matrix report? Note: There are 2 correct answers to this question.

- A. You can use a dynamic group to filter subjects in a calibration session view.
- B. You can display Performance and Potential in List View, Grid View or Dashboard.
- C. You can access continuous performance management (CPM) to see activities and achievements.
- D. You can use the drag and drop functionality to change placements in the Matrix View.

Answer: B,D

NEW QUESTION # 66

What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

- A. retirementDate
- B. startDate
- C. hireDate
- D. dateOfBirth

Answer: A

NEW QUESTION # 67

What information can be included in a Trend Data Export file? Note: There are 3 correct answers to this question.

- A. Calibration session data
- B. Talent flags
- C. Live profile data
- D. Performance form data
- E. Labels

Answer: A,C,D

NEW QUESTION # 68

Which of the following tools allow you to back up a Succession Data Model? Note: There are 2 correct answers to this question.

- A. Action Search -> Export Succession Data Model
- B. Action Search -> Manage Business Configuration
- C. Provisioning -> Succession Management Import/Export Data Model
- D. Action Search -> Succession Settings

Answer: A,C

NEW QUESTION # 69

You are using MDF Talent Pools. In miscellaneous permissions, which actions can you select? Note: There are 3 correct answers to this question.

- A. Insert
- B. Correct
- C. Write
- D. Move
- E. View Current

Answer: A,B,E

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