Exam Code: C_THR85_2405

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Succession Management

QUESTION 1
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. Hide Position

C. Show Photo

D. Edit Position

E. More Successors

Correct Answer: B, D, E
Section:

QUESTION 2
Where can you configure the Performance-Potential Matrix Grid icons?Note: There are 2 correct answers to this question.

A. Provisioning

B. User data file

C. Matrix grid reports

D. Admin Center

Correct Answer: A, D
Section:

QUESTION 3
What actions must you complete before you assign talent pool permissions?Note: There are 3 correct answers to this question.

A. Ensure generic objects are activated.

B. Secure the object in Configure Object Definition.

C. Enable pool-based succession planning.

D. Configure target population access to pools.

E. Define the Performance-Potential Matrix Grid report.

Correct Answer: A, B, C
Section:

QUESTION 4
Where can you view bench strength within Succession Management?Note: There are 2 correct answers to this question.

A. In the talent pools

B. In the matrix grid report

C. In the Succession Org Chart

D. In the position card

Correct Answer: A, C
Section:

QUESTION 5
Where are the Lineage Chart V12 icons configured?

A. Admin Center Succession Settings
B. Admin Center Matrix grid icon configuration
C. Provisioning Edit Org Chart configuration
D. Provisioning Edit Matrix Grid Classifier configuration

Correct Answer: B
Section:

QUESTION 6
How can you access the Talent Search tool?Note: There are 2 correct answers to this question.

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

Correct Answer: B, C
Section:

QUESTION 7
Your customer wants to define a process to retrieve ratings for selected sources in the matrix grid report.Which of the following are valid rating sources to define in Processes and Forms?Note: There are 3 correct answers to this question.

A. sysScoreCardObjRatingsPortlet
B. sysOverallPotential
C. 360 Form Templates
D. sysScoreCardPerfHistoryPortlet
E. Performance Form Templates

Correct Answer: A, B, D
Section:

QUESTION 8
Which Succession tools have an option that allows an administrator to select a specific process or all data sources within the Admin Center settings?Note: There are 2 correct answers to this question.

A. Position Tile
B. MDF Talent Pools
C. Talent Search V2
D. Matrix Grid Reports: How vs. What

Correct Answer: C, D
Section:

QUESTION 9
Where in the Succession Data Model do you configure the label of the Department field?

A. Standard Element
B. View Template
C. Background Element
D. Scorecard

Correct Answer: A
Section:

QUESTION 10
What types of miscellaneous permissions are supported for MDF talent pools?Note: There are 2 correct answers to this question.

A. Object Level permission
B. Succession Approval permission
C. Field Level Override permission
D. Succession Planning permission

Correct Answer: A, C
Section:

QUESTION 11
Which of the following allows you to add external candidates into the Succession Org Chart v12 within Succession Management?

A. Onboarding
B. Career Development Planning
C. People Profile
D. Recruiting Management

Correct Answer: D
Section:

QUESTION 12
You want to add succession-related portlets in People Profile.What must you do?Note: There are 2 correct answers to this question.

A. Add the portlets to the Dashboard tile.
B. Add the portlets to a home page tile.
C. Add the applicable permissions for the portlets.
D. Add the portlets to the data model.

Correct Answer: C, D
Section:

QUESTION 13
What is the main purpose of the Lineage Chart tool?

A. To display the downstream impact of succession planning in the Succession Org Chart
B. To show the downstream impact of succession planning on internal and external nominations
C. To show the downstream impact of succession planning on internal nominations
D. To show the hierarchy of the organization

Correct Answer: A
Section:

QUESTION 14
Where in Admin Center can you import position data when you use the Legacy Position Nomination Method?

A. Import Extended User Information
B. Position Management: Import Positions
C. Import and Export Data
D. Position Management: Position Setup

Correct Answer: B
Section:

QUESTION 15
Your customer wants users to be able to add nominations to MDF talent pools.Which permissions need to be granted?Note: There are 2 correct answers to this question.

A. Add/edit/delete talent pool nominations
B. Miscellaneous permissions to the position object
C. Miscellaneous permissions to the career path object
D. View talent pool nominations

Correct Answer: A, C
Section:

QUESTION 16
You use the Import Extended User Information feature within Admin Center to add background data.How can you verify the success of the import?

A. Check Provisioning Succession Management.
B. Check the e-mail that is sent to you after the import process is completed.
C. Check Provisioning Company Settings.
D. Check Admin Center Company Settings.

Correct Answer: B
Section:

QUESTION 17
What trend background elements are available to use on the matrix grid report?Note: There are 2 correct answers to this question.

A. sysScoreCardPerfHistoryPortlet

B. sysOverallCustom1

C. sysScoreCardSuccessorPortlet

D. sysOverallCompetency

Correct Answer: B, D
Section:

QUESTION 18
Where do you enable the nomination history for the Succession Org Chart?

A. Admin Center > Succession Settings

B. Provisioning > Import/Export Data Model

C. Admin Center > Org Chart Configuration

D. Provisioning > Company Settings

Correct Answer: C
Section:

QUESTION 19
Which of the following Succession Management permissions require a target population?Note: There are 3 correct answers to this question.

A. Succession Approval

B. Succession Organization Chart

C. Succession Management and Matrix Reports
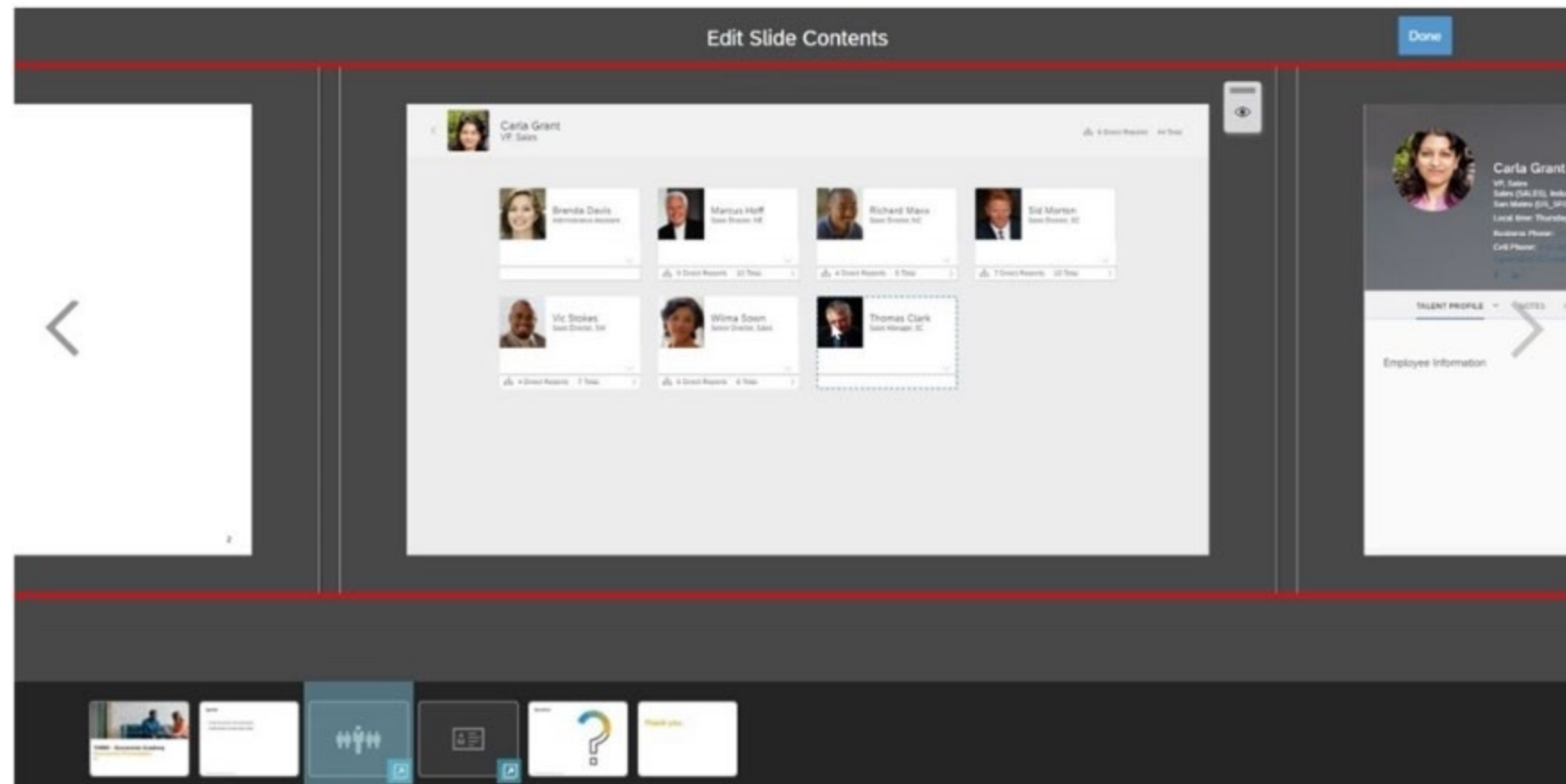
D. Succession Planning

E. Talent Search Access

Correct Answer: A, C, D
Section:

QUESTION 20
What can a user do in the Edit Slide Contents area?

Note: There are 3 correct answers to this question.

A. Identify live slides in the presentation.
B. Add or delete a new live slide.
C. Reorder slides in the presentation.
D. Add information to People Profile.
E. Add or delete a new hotspot.

Correct Answer: B, C, E
Section:

QUESTION 21
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. matrix-filter=''true''
C. pre-populate='true'
D. drop-down='true'

Correct Answer: C
Section:

QUESTION 22
Which of the following are configuration options for of the Objective-Competency Matrix Report (How vs. What)?Note: There are 2 correct answers to this question.

A. This report shares the icon configuration with the Performance-Potential Matrix Report.

B. This report CANNOT have custom weights.

C. Report access is controlled by its own permission in Role-Based Permissions.

D. Report access is controlled by its own provisioning switch.

Correct Answer: A, D
Section:

QUESTION 23
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 display Performance and Potential in List View, Grid View or Dashboard.

B. You can use a dynamic group to filter subjects in a calibration session view.

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.

Correct Answer: A, D
Section:

QUESTION 24
In which Succession tools can you use processes created in Processes and Forms?Note: There are 2 correct answers to this question.

A. Position Tile view

B. Matrix grid reports

C. Talent Search

D. MDF talent pools

Correct Answer: A, B
Section:

QUESTION 25
When utilizing a talent pool in Succession, what actions can a user take?Note: There are 3 correct answers to this question.

A. Add a new status.

B. Secure the Talent Pool object.

C. Set a readiness rating for an employee.

D. Filter nominations by date range.

E. Delete a nomination from the talent pool.

Correct Answer: A, C, E
Section:

QUESTION 26
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 create a succession plan for positions.

B. You can keep a history of date changes made to a position object.

C. You can sync positions.

D. You can add custom fields to the position object.

E. You can search by position within the Succession Org Chart.

Correct Answer: B, D, E
Section:

QUESTION 27
Which of the following are trend elements?Note: There are 3 correct answers to this question.

A. Risk of Loss

B. sysOverallPerformance

C. Potential

D. sysOverallCustom1

E. Reason for leaving

Correct Answer: B, C, D
Section:

QUESTION 28
How many background elements can be placed in the Succession Data Model for the matrix grid placement history portlets?

A. One

B. Two

C. Three

D. Four

Correct Answer: B
Section:

QUESTION 29
What must customers do before using Presentations?Note: There are 3 correct answers to this question.

A. Obtain licenses for Platform and Succession Modules.

B. Enable it in either Upgrade Center or in Provisioning under Company Settings.

C. Grant permissions to Manage Presentations within Administrator Permissions.

D. Grant permissions to Manage Presentations within User Permissions.

E. Accept the Presentations End User License Agreement.

Correct Answer: B, C, E
Section:

QUESTION 30
Your customer currently uses the Position Nomination Method. This customer has decided to migrate to the MDF Position Nomination Method. What action do you need to perform in Admin Center before the customer generates the position model?

A. Define matrix grid report icons.
B. Ensure a position object is defined.
C. Define the nomination object.
D. Import the legacy position file.

Correct Answer: B
Section:

QUESTION 31
Which of the following are calibration options specific to Succession Management?Note: There are 3 correct answers to this question.

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

Correct Answer: A, D, E
Section:

QUESTION 32
When filtering the matrix grid report, how can the data of a target population be restricted or narrowed?Note: There are 2 correct answers to this question.

A. By Succession Org Chart permissions
B. By Succession Management and Matrix Report permissions
C. By the team view or group
D. By Succession Planning permissions

Correct Answer: B, C
Section:

QUESTION 33
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. MDF Position
D. Position

Correct Answer: C, D
Section:

QUESTION 34
What information can be included in a Trend Data Export file?Note: There are 3 correct answers to this question.

A. Live profile data
B. Talent flags

C. Labels
D. Calibration session data
E. Performance form data

Correct Answer: A, D, E
Section:

QUESTION 35
Where can you select the option to exclude a succession planner from seeing themselves within a succession plan?

A. Nominations Setup
B. Org Chart Configuration
C. Talent Search Settings
D. Succession Settings

Correct Answer: A
Section:

QUESTION 36
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

Correct Answer: A, C
Section:

QUESTION 37
What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

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

Correct Answer: B
Section:

QUESTION 38
What information is included in the Background Data Import template?

A. Employee import data
B. Trend data
C. Education data
D. Personal information data

Correct Answer: C
Section:

QUESTION 39
You are using MDF Talent Pools.In miscellaneous permissions, which actions can you select?Note: There are 3 correct answers to this question.

A. View Current

B. Correct

C. Insert

D. Write

E. Move

Correct Answer: A, B, C
Section:

QUESTION 40
Which of the following should you consider when setting up permissions in matrix grid reports?Note: There are 2 correct answers to this question.

A. The maximum number of users displayed per cell can be specified.

B. You need two permissions to view users in the matrix reports.

C. The Matrix Report permission requires target population.

D. Icon permission access can be limited for a specific role.

Correct Answer: A, B
Section:

QUESTION 41
Which of the following features can be displayed within the Succession Org Chart v12?Note: There are 3 correct answers to this question.

A. Performance forms

B. Multi-incumbent positions

C. Position Tile

D. Talent pool nominations

E. Development goals

Correct Answer: B, D, E
Section:

QUESTION 42
Which of the following values are included in the Personal Information Import template?Note: There are 2 correct answers to this question.

A. Risk of loss

B. Impact of loss

C. Language skills

D. Manager

Correct Answer: A, B

Section:

QUESTION 43
Where in Admin Center can you export a template to create trend information data to be imported?

A. Update User Information Employee Import
B. Update User Information Import Extended User Information
C. Employee Files Import and Export Data
D. Update User Information Employee Export

Correct Answer: B
Section:

QUESTION 44
What expanded capabilities do talent pools provide to customers?Note: There are 2 correct answers to this question.

A. They can be viewed in the talent card.
B. They can be associated to roles in Manage Job Roles.
C. They can be viewed within Recruiting.
D. They can be associated in Manage Competencies

Correct Answer: A, B
Section:

QUESTION 45
Which talent cards are configurable in the Admin Center?Note: There are 3 correct answers to this question.

A. People Profile
B. Presentation
C. Calibration
D. Succession
E. Talent Search

Correct Answer: B, C, D
Section:

QUESTION 46
When can you add custom fields to an MDF talent pool?

A. Whenever an end user creates a new pool
B. Whenever an administrator is granted the Import Object Definitions permission
C. Whenever an administrator is granted the Configure Object Definitions permission
D. Whenever a talent pool is associated with a role in the Job Profile Builder

Correct Answer: A
Section:

QUESTION 47
Where do you go to configure the retirement eligibility functionality?Note: There are 2 correct answers to this question.

A. Provisioning Edit Org Chart configuration
B. Provisioning Edit Matrix Classifier configuration in Provisioning
C. Admin Center Reporting and Analytics
D. Admin Center Succession

Correct Answer: B, D
Section:

QUESTION 48
Which Succession Management tools allow you to nominate employees to talent pools?Note: There are 2 correct answers to this question.

A. Succession talent card
B. Career worksheets
C. Development plan
D. Talent Search results page

Correct Answer: A, D
Section:

QUESTION 49
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 import successors.
B. You can use effective dating.
C. You can set permissions on the position object.
D. You can use MDF talent pools.

Correct Answer: B, C
Section:

QUESTION 50
Which of the following tasks must you perform to make a standard element visible in People Profile?Note: There are 2 correct answers to this question.

A. Add the standard element to the XML within the Edit Org Chart configuration.
B. Add the standard element to the <view id='TalentSearch'' template=''> in the Succession Data Model.
C. Add the standard element to a portlet on People Profile.
D. Grant view permissions to the standard element.

Correct Answer: C, D
Section:

QUESTION 51
Your customer wants to change the order of the Risk of Loss and Impact of Loss fields in People Profile.What do you do?

A. Change the order of the fields in the Succession Data Model.
B. Change the order using the arrows in Configure People Profile.
C. Change the order in Matrix grid report icon configuration.
D. Change the order of the fields in the Edit Org Chart configuration.

Correct Answer: B
Section:

QUESTION 52
Where can you import ratings for the trend elements?

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

Correct Answer: C
Section:

QUESTION 53
Your customer would like to configure the icons within the Succession talent card.Where can these changes be made?

A. Edit Matrix Grid Report Icon Configuration
B. Manage Talent Card
C. Succession Settings
D. Edit Org Chart Configuration

Correct Answer: A
Section:

QUESTION 54
Your customer wants to maintain 10 custom fields for a position within Configure Object Definitions.What succession nomination method do you select in Provisioning?

A. Role-person
B. Role
C. MDF position
D. Position

Correct Answer: C
Section: