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# **SAP C\_THR85\_2411**

**SAP Certified Associate - Implementation Consultant - SAP  
SuccessFactors Succession Management**

**Questions&AnswersPDF**

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## Subjects

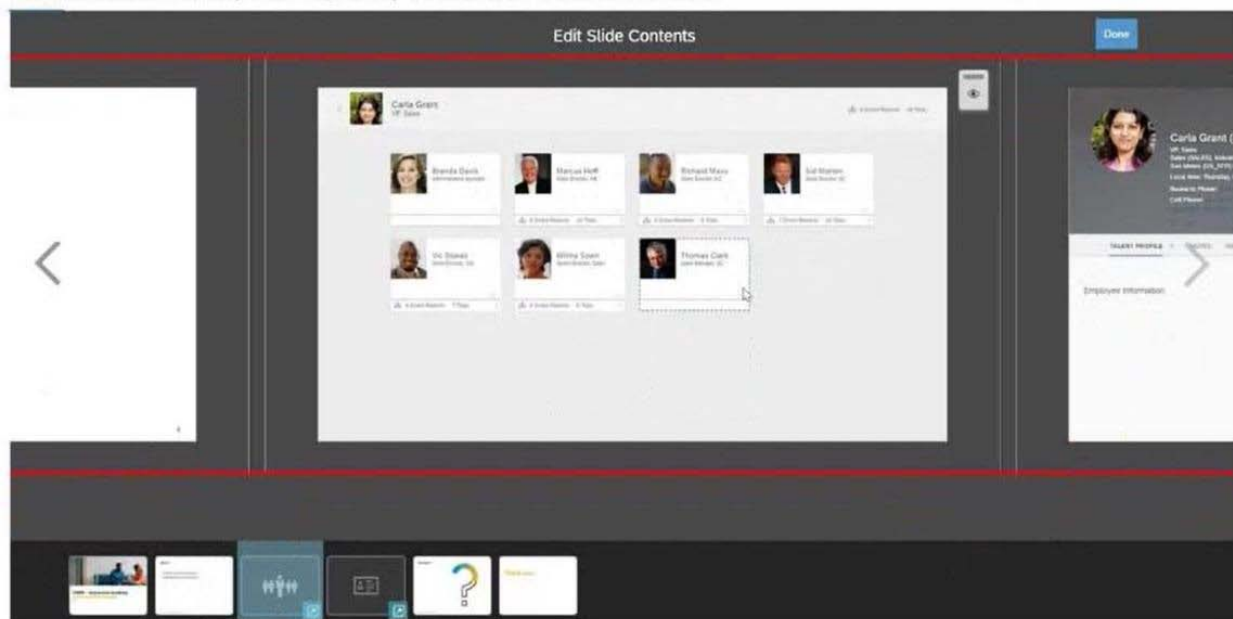
1. Processes and Presentations
2. Succession Org Chart and Lineage Chart
3. Succession Data Model and People Profile
4. Matrix Grid Reports and Calibration
5. Nominations
6. Talent Search
7. Talent Pools
8. Position Management
9. Managing Clean Core

Topic: 1

Processes and Presentations

### Question: 1

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



Note There are 2 correct answers to this question.

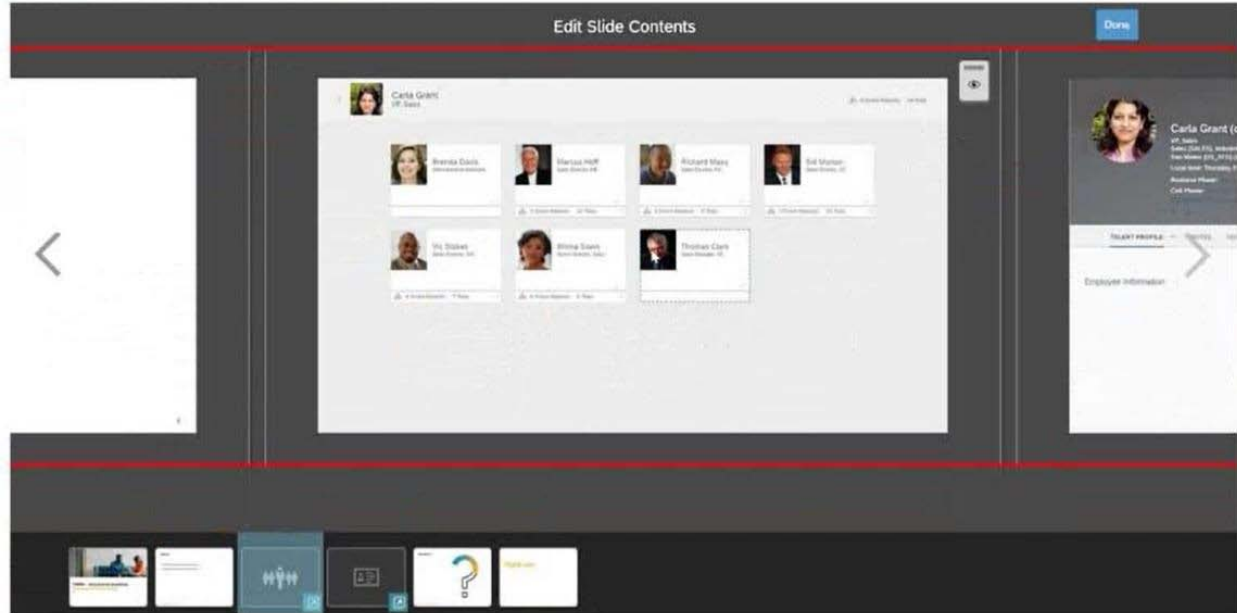
- A. Show or hide one or more direct reports.
- B. Show or hide all direct reports.
- C. Show or hide hotspots.
- D. Show or hide the slide.

**Answer: A, B**

## Processes and Presentations

### Question: 2

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



Note There are 3 correct answers to this question.

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

**Answer: A, D, E**

## Processes and Presentations

### Question: 3

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

- A. Provisioning > Import/Export Data Model
- B. Provisioning > Company Settings
- C. Admin Center > Org Chart Configuration
- D. Admin Center > Succession Settings

**Answer: C**

## Processes and Presentations

### Question: 4

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

- A. Accept the Presentations End User License Agreement.
- B. Grant permissions to Manage Presentations within Administrator Permissions.
- C. Obtain licenses for Platform and Succession Modules.
- D. Grant permissions to Manage Presentations within User Permissions.
- E. Enable it in either Upgrade Center or in Provisioning under Company Settings.

**Answer: A, B, E**

## Processes and Presentations

### Question: 5

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. MDF Talent Pools
- C. Talent Search
- D. Position Tile View

**Answer: A, C**

## Processes and Presentations

### Question: 6

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 a CSV file containing a list of user names.
- B. Import an Excel file containing a list of user IDs.
- 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: C, D**

## Processes and Presentations

### Question: 7

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

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

**Answer: A, D, E**

#### Processes and Presentations

### Question: 8

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. sysScoreCardPerfHistoryPortlet
- C. Performance Form Templates
- D. 360 Form Templates
- E. sysOverall Potential

**Answer: A, B, E**

#### Processes and Presentations

### Question: 9

What are the attributes of a talent card? Note There are 2 correct answers to this question.

- A. The layout can be configured in Manage Templates.
- B. The layout can be configured in Provisioning.
- C. Many background elements can be included.
- D. Nominations can be reviewed.

**Answer: A**

**Topic: 2**

## Succession Org Chart and Lineage Chart

### Question: 10

When utilizing the Succession Org Chart v12 and the Lineage Chart what must you do to display Succession Planning data (for example Talent Information and/or Formal Education)?

- A. Change Matrix Grid Reports Performance-Potential
- B. Modify matrix grid rating scales.
- C. Configure a talent card.
- D. Create talent searches.

**Answer: C**



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