



C_THR85_2311

SAP SF Succession Certification Questions & Answers



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C_THR85_2311

SAP Certified Application Associate - SAP SuccessFactors Succession Management 2H/2023

80 Questions Exam – 68% Cut Score – Duration of 180 minutes

C_THR85_2311 Practice Test

ERPPrep.com's C_THR85_2311 PDF is a comprehensive compilation of questions and answers that have been developed by our team of SAP SF Succession experts and experienced professionals. To prepare for the actual exam, all you need is to study the content of this exam questions. You can identify the weak area with our premium C_THR85_2311 practice exams and help you to provide more focus on each syllabus topic covered. This method will help you to boost your confidence to pass the SAP SF Succession certification with a better score.

C_THR85_2311 Questions and Answers Set

Question: 1

What is the rule with regard to the Matrix Grid Placement History Portlet?

Please choose the correct answer.

- a) The Matrix Grid History Portlets can only store the placement for three years.
- b) The date ranges for the performance rating and for the potential rating have to match.
- c) The rating effective date boundary is based on the end date.
- d) Only the start date is used to generate the date boundary.

Answer: c

Question: 2

Your customer conducted a talent search. When the customer analyzes the results, some fields are blank. What are likely reasons for this?

There are 2 correct answers to this question.

- a) The user does NOT have permission to view the data.
- b) Fields are NOT added to the talent search settings under Admin Tools.
- c) Data does NOT exist for that field.
- d) Fields are NOT configured in the talent search section of the Succession Data Model.

Answer: a, c

Question: 3

Your customer who currently uses the Succession Org Chart v11 wants you to enable the Succession Org Chart v12. Where can you activate it?

There are 2 correct answers to this question.

- a) In Provisioning -> Edit Org Chart Configuration
- b) In Admin Center -> Company Settings
- c) In Provisioning -> Company Settings
- d) In Admin Center -> Upgrade Center

Answer: c, d

Question: 4

What is activated when there is more than one incumbent for a position in the Succession Org Chart?

There are 2 correct answers to this question.

- a) Employee Central
- b) Recruiting Management
- c) Legacy Position nomination method
- d) MDF Position nomination method

Answer: a, d

Question: 5

What can be used to define the mapping with the "Update Position Attributes" functionality?

There are 2 correct answers to this question.

- a) Up to 10 fields can be mapped
- b) Standard and custom fields can be used from USER_INFO_SYS
- c) Fields can be mapped to the Legacy Position attributes
- d) Standard fields from USER_INFO_SYS can be used but not custom fields

Answer: a, b

Question: 6

What needs to be used for the Readiness column when using the Successor Import file?

Please choose the correct answer.

- a) The scores defined for the Readiness rating scale
- b) The labels defined for the Readiness rating scale
- c) The index defined for the Readiness in the Succession Org Chart xml
- d) The index defined for the Readiness in the Succession Data Model xml

Answer: a

Question: 7

How are employees ranked in a talent search when competencies or background elements are required?

Please choose the correct answer.

- a) Alphabetically by last name
- b) By the search criteria
- c) By placement on the Performance-Potential Matrix
- d) By succession readiness

Answer: b

Question: 8

Where can the Fiori-style icons be seen?

There are 3 correct answers to this question.

- a) Talent Card
- b) Recruiting Management
- c) People Profile
- d) Matrix Grid reports
- e) Calibration

Answer: a, d, e

Question: 9

In which section in Role-Based Permissions can we differentiate Talent Pool permissions between users who have the permission to simply view the Talent Pool nominations and users who can add/Edit/Delete Talent Pool nominations?

Please choose the correct answer.

- a) Metadata Framework
- b) Miscellaneous Permissions
- c) Manage Succession
- d) Succession Planners

Answer: d

Question: 10

Where can the Position Tile View be activated?

Please choose the correct answer.

- a) In Admin Center > Succession Settings
- b) In Admin Center > Nomination Setup
- c) In Provisioning > Company Settings
- d) In Succession Data Model xml > view-template

Answer: c

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