



# QUESTION & ANSWER

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**Exam** : **C\_THR85\_1608**

**Title** : SAP Certified Application  
Associate – SAP  
SuccessFactors Succession  
Management Q3/2016

**Version** : Demo

1.To permanently remove a position from the system when importing the legacy position file, what should the Action column include?

- A. Reactivate
- B. Purge
- C. A 'null' value
- D. Delete

**Answer: B**

2.Prior to implementing Succession Management, your customer gathered talent review information. The customer wants to import the risk of loss and impact of loss for users.

Where in Admin Tools does the customer import this data?

- A. Under Succession -> Position Management -> Import Positions
- B. Under Employee Files -> Employee Fields
- C. Under Update User Information -> Import Extended User Information -> Personal Information
- D. Under Update User Information -> Import Extended User Information -> Background Information

**Answer: C**

3.Your customer conducted a talent search. When the customer analyzes the results, some fields are blank.

What are likely reasons for this? (Select 2)

- A. Data does NOT exist for that field.
- B. Fields are NOT added to the talent search settings under Admin Tools.
- C. Fields are NOT configured in the talent search section of the Succession Data Model.
- D. The user does NOT have permission to view the data.

**Answer: AD**

4.Your customer wants to change the hierarchy of a MDF position with a manual operation as shown in the screenshot.

Where must you change this admin tools?

- A. Employee Files -> Configure Employee Files
- B. Employee Files -> Manage Data
- C. Company Settings -> Configure Object Definitions
- D. Succession -> Position Management

**Answer: B**

5.Which of the following options is a nomination method for Succession Management?

- A. Succession Org Chart
- B. Pool-Based Planning
- C. Matrix Grid report
- D. Talent Search

**Answer: B**