



QUESTION & ANSWER

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Exam : **C_THR85_2105**

Title : SAP Certified Application
Associate - SAP
SuccessFactors Succession
Management H3/2021

Version : DEMO

1.Whichof the following tasks must you perform to make a standard element visible in Employee Profile?

There are 2 correct answers to the question

- A. Add the standard element to a port let on the employee profile.
- B. Add the standard element to the <viewtemplate> <view template id=TalentSearch"> in the Succession Data Model.
- C. Grant view permissions to the standard element.
- D. Add the standard element to XML within the Org Chard Configuration.

Answer: A,C

2.Your customer is using Talent Searchv2 and wants to restrict the search to the employee's current ratings.

What configuration do you modify in the talent search settings of Admin Tools? Please choose the correct answer.

- A. Latest
- B. Competencies
- C. Overall
- D. Goals

Answer: A

3.How does the Readiness Metercalculate a Readiness percentage? Please select all the correct answers that apply.

- A. Uses survey results from Managers.
- B. Uses a formula determined by the CDP Admin.
- C. Uses ratings from the last-rated form.
- D. Uses expected ratings of the Target Role.

Answer: D

4.Which of the following are nomination methods for Succession Management? There are 2 correct answers to this question.

- A. Talent Search
- B. Position
- C. MDF Position
- D. Matrix Grid Report

Answer: B,C

5.Your customer is using the MDF position Nomination Method Where in Admin Tools do you grant position level permissions using role-based permissions? Please choose the correct answer.

- A. Miscellaneous permissions
- B. Employee Views
- C. Manage Succession
- D. Metadata Framework

Answer: A