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Exam : **C_THR85_1911**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Succession Management
Q4/2019

Vendor : SAP

Version : DEMO

NO.1 What actions must you complete before you assign MDF Talent Pool Miscellaneous Permission? There are 2 correct answers to this question

- A.** Enable new MDF pool-based Succession planning in Provisioning
- B.** Create MDF Talent Pools in Admin Tools
- C.** Configure target population access to pools
- D.** Define the Performance-Potential Matrix Grid Report

Answer: A,C

NO.2 Your customer wants to create a report that combines two modules of data. What type of report do you select?

- A.** Cross Domain
- B.** Multi Domain
- C.** Single Domain
- D.** Dashboard

Answer: A

NO.3 Which of the following options do you expect when you import background data using the Import Extended User Information feature?

There are 2 correct answers to this question

- A.** Data includes "Many to One" Data
- B.** Data does NOT Include the UserID
- C.** Data includes a date field by all means
- D.** Import file includes multiple sections of data

Answer: A,D

NO.4 Which of these settings must be in place for Users to be able to access Succession Ad Hoc reporting: (2 corrects)

- A.** Permissions granted in Admin Center> Reporting > Portlet Permissions
- B.** Permission to Create or View Ad Hoc Reports
- C.** Matrix Grid Rating Scales are configured
- D.** Appropriate Ad Hoc reports for selected Nomination methods in Provisioning

Answer: B,D

NO.5 How do you add additional filters to the Performance Potential Matrix? Please choose the correct answer.

- A.** By modifying the Succession Data Model
- B.** By Choosing Filtering Options on the Filtering Options page in Admin Tools
- C.** By modifying the text option in the Org chart XML
- D.** By Choosing Matrix Grid Reports on the Performance-Potential Page in Admin Tools

Answer: B

NO.6 What happens to the field names when you create a custom field in the MDF Position object?

- A.** The prefix 'custfield_' is automatically added to your field name

- B. You can type any prefix name into the text area for your customerfield
- C. The Prefix 'cust_' is automatically added to your field name
- D. The prefix 'custfield_' is automatically added to your field name and you can permanently delete it

Answer: C

NO.7 Where can MDF Talent Pools be added or created? (2 corrects)

- A. From the Succession Org Char
- B. In Manage Data in Admin Center
- C. Within the Talent Pools tab in Succession
- D. Within the Talent Search

Answer: B,C

NO.8 Your customer is using the Legacy Position model and would like to make changes to the viewable within the position details on the Succession org chart. Where in the Succession Data model is this configured?

Note: The answer would be contained within arrow brackets.

- A. background-element
- B. custom-filters
- C. view-template
- D. standard-element

Answer: C

NO.9 When can you add custom fields to an MDF Talent Pool? Please choose the correct answer.

- A. When the user creates a new pool
- B. When the generic talent pool object is created or edited
- C. When an employee with unique qualifications is nominated to the pool
- D. When the pool is associated with a role in the Job Profile Builder

Answer: B

NO.10 A user gets an error when clicking Development from the Home drop-down. What could be the problem?

Please choose the correct answer.

- A. The user was not permissioned to view any Development Plans.
- B. The user did not create goals on time on the Development Plan.
- C. Permissions for Goal Access were not granted to the user.
- D. Goal Creation permission was not given to the E role.

Answer: A

NO.11 In which of the following circumstances would you advise a customer to use the succession sync functionality to create and maintain the position hierarchy? Please choose the correct answer.

- A. The customer is using use role-incumbent based succession planning.
- B. The customer is maintaining a position hierarchy in their HRIS.
- C. The customer is using talent pool planning.

D. The customer is NOT conducting position management in their HRIS.

Answer: D

NO.12 What capabilities are specific to the MDF Position Model? (3 corrects)

A. Search by Position in the Succession Org Chart

B. Position Effective Dating

C. Custom fields on the Position Object

D. TBH/vacant positions

Answer: A,B,C