



C_THR85_1811

SAP SF Succession Certification Questions & Answers



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SAP Certified Application Associate – SAP SuccessFactors Succession Management Q4/2018

80 Questions Exam – 69% Cut Score – Duration of 180 minutes

C_THR85_1811 Practice Test

ERPPrep.com's C_THR85_1811 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_1811 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_1811 Questions and Answers Set

Questions 1.

In which category in RBP, do you find the permission to import/export talent pools?
Please choose the correct answer.

- a) In User Permissions -> Succession Planners
- b) In Administrator Permissions -> Metadata Framework
- c) In Administrator Permissions -> Manage Succession
- d) In User Permissions -> Miscellaneous Permissions

answer: d

Questions 2.

What can you do with the ranking option in Succession?
Please choose the correct answer.

- a) You can sort successors by their total number of nominations.
- b) You can sort incumbents by the number of times they were nominated successors.
- c) You can sort successors by a number defined in the nominations dialogue.
- d) You can sort incumbents by the number of successors.

answer: c

Questions 3.

Where do you navigate within the Admin Center to create the processes and forms utilized in Succession?

Please choose the correct answer.

- a) Reporting
- b) Goal Management
- c) Company Settings
- d) Performance

answer: a

Questions 4.

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?

Please choose the correct answer.

- a) Under Update User Information → Import Extended User Information → Background Information
- b) Under Succession → Position Management → Import Positions
- c) Under Update User Information → Import Extended User Information → Personal Information
- d) Under Employee Files → Employee Fields

answer: c

Questions 5.

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

Questions 6.

Which actions that can you perform from the results of the Talent Search v2?

There are 3 correct answers to this question.

- a) Nominate employees for a legacy Talent Pool
- b) Make an employee inactive
- c) Compare at least two employees, side by side
- d) Nominate employees for an MDF position
- e) Nominate employees for an MDF Talent Pool

answer: c, d, e

Questions 7.

Where in Admin Center can you add a custom field to an MDF position object?

Please choose the correct answer.

- a) Succession → Position Management: Position Set Up
- b) Company Settings → Configure Object Definitions
- c) Employee Files → Manage Data
- d) Employee Files → Manage Positions

answer: b

Questions 8.

What can you do if you use custom ratings sysOverallCustom1 and sysOverallCustom2 in the Performance-Potential Matrix Grid?

There are 2 correct answers to this question.

- a) Display ratings in the scorecard overview.
- b) Capture overall ratings on Performance Management forms
- c) Enter ratings directly into Live Profile
- d) Import ratings into Live Profile using the trend data import.

answer: c, d

Questions 9.

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

Questions 10.

Which nomination method is recommended if your customer does NOT want to maintain position management within Succession?

Please choose the correct answer.

- a) Role-Person
- b) Position
- c) MDF Position
- d) Talent Search

answer: a

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