



SAP

C_THR85_2005 Exam

**SAP Certified Application Associate - SAP SuccessFactors
Succession Management HI/2020 Exam**

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Version: 1.0

Question: 1

Which of the following arc 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

Question: 2

In order for the competency gap graph to populate, what data must exist? Please choose the correct answer.

- A. Ratings must be imported in Provisioning.
- B. The Last Rating must be completed.
- C. The rating scale must be connected to the competencyjame field.
- D. The Expected Rating must be in the competency.

Answer: D

Question: 3

Your company decides to use the formless approval process for the first time. What is your next step to activate this feature? Please choose the correct answer.

- A. Grant Succession Approval Permission
- B. Contact Customer Success or Professional Services
- C. Nominate a successor
- D. Approve the nomination

Answer: B

Question: 4

What Succession tools display the MDF Talent Pool Information?
Select the 3 answers

- A. Lineage Chart
- B. Succession Org Chart
- C. Talent Pools Page
- D. Performance-Potential Matrix
- E. Talent search v2

Answer: B C E

Question: 5

Where are the gradients and icons that display on the Succession Org Chart configured?

- A. Admin Center
- B. Provisioning
- C. Matrix Grid XML
- D. Succession Data Model

Answer: B

Question: 6

What permission allows visibility to the nominees on the Succession Org Chart?

- A. Succession Org Chart Permission
- B. Succession Management and Matrix Report Permissions
- C. Succession Approval Permission
- D. Succession Planning Permissions

Answer: B

Question: 7

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

- A. Performance
- B. Company Settings
- C. Reporting
- D. Goal Management

Answer: C

Question: 8

Which is an example of a Standard Development Plan field that cannot be added in Admin Tools?

Please select all the correct answers that apply. (Double check if the solution is correct)

- A. status
- B. Milestones
- C. name
- D. tasks

Answer: B

Question: 9

Which of the following scenarios shows that the logged in user has Planning Permissions for the Pc?

- A. Succession available in Home menu
- B. Access to Performance Potential Matrix
- C. "Find Successors" available in dropped down menu on card
- D. Ability to view Lineage Chart

Answer: C

Question: 10

Which of the following configurations are done in Admin Center for a Matrix report? (3 corrects)

- A. Icon mapping to a Picklist id
- B. Matrix colors
- C. Rating Scales
- D. Talent field definitions

Answer: ABC

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