SAP

C_THR85_1811
SAP Certified Application Associate – SAP SuccessFactors Succession Management Q4/2018

Question: 1

Your customer is creating MDF talent pools. For optimal performance, how many MDF talent pools would you advise the customer to create for an instance?
Please choose the correct answer.
Response:

A. 200
B. 100
C. 20
D. 50

Answer: C

Question: 2

You want to configure a custom MDF position field with a picklist. What action does SAP SuccessFactors recommend as the first step?
Please choose the correct answer.
Response:

A. Create a custom position field with Picklist as the data type.
B. Link the MDF picklist to a custom position field.
C. Set the custom position field visibility to Editable.
D. Create a MDF picklist.

Answer: D

Question: 3

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.
Response:

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

Answer: D

Question: 4

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.
Response:

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: CD

Question: 5

How are employees ranked in a talent search when competencies or background elements are required?
Please choose the correct answer.
Response:

A. By the search criteria
B. By succession readiness
C. By placement on the Performance-Potential Matrix
D. Alphabetically by last name

Answer: A

Question: 6

What can you do with the ranking option in Succession?
Response:

A. You can sort incumbents by the number of times they were nominated successors.
B. You can sort incumbents by the number of successors.
C. You can sort successors by their total number of nominations.
D. You can sort successors by a number defined in the nominations dialogue.

Answer: D

Question: 7

Your customer conducted a talent search. When the customer analyzes the results, some fields are blank. What are likely reasons for this?
There are 2 correct answers to this question.
Response:

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

Answer: AC

Question: 8

Which actions that can you perform from the results of the Talent Search v2?
There are 3 correct answers to this question.
Response:

A. Make an employee inactive
B. Nominate employees for a legacy Talent Pool
C. Nominate employees for an MDF Talent Pool
D. Compare at least two employees, side by side
E. Nominate employees for an MDF position

Answer: CDE

Question: 9

Which nomination method is recommended if your customer does NOT want to maintain position management within Succession?
Please choose the correct answer.
Response:

A. Role-Person
B. Position
C. Talent Search
D. MDF Position

Answer: A

Question: 10

Where in Admin Center can you add a custom field to an MDF position object?
Please choose the correct answer.
Response:

A. Company Settings → Configure Object Definitions
B. Succession → Position Management: Position Set Up
C. Employee Files → Manage Data
D. Employee Files → Manage Positions

Answer: A

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