SAP

C_THR85_2311
SAP Certified Associate - SAP SuccessFactors Succession Management 2H/2023

- **Up to Date products, reliable and verified.**
- **Questions and Answers in PDF Format.**

Full Version Features:

- **90 Days Free Updates**
- **30 Days Money Back Guarantee**
- **Instant Download Once Purchased**
- **24 Hours Live Chat Support**

For More Information:

https://www.testsexpert.com/

• Product Version

Visit

Latest Version: 7.1

Question: 1

Which of the following tools allow you to back up a Succession Data Model?
Note: There are 2 correct answers to this question.

A. Provisioning -> Succession Management Import/Export Data Model
B. Action Search -> Succession Settings
C. Action Search-> Manage Business Configuration
D. Action Search > Export Succession Data Model

Answer: A, D

Question: 2

What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

A. retirementDate
B. hireDate
C. startDate
D. dateOfBirth

Answer: A

Question: 3

Which of the following are examples of available filter options for the matrix grid reports?
Note: There are 2 correct answers to this question.

A. impactOfLoss
B. userinfo-element with matrix-filter="true"
C. Department
D. Custom fields, from custom01 to custom15

Answer: C, D

Question: 4

What must customers do before using Presentations?
Note: There are 3 correct answers to this question.

A. Grant permissions to Manage Presentations within Administrator Permissions.
B. Enable it in either Upgrade Center or in Provisioning under Company Settings.
C. Accept the Presentations End User License Agreement.
D. Grant permissions to Manage Presentations within User Permissions.
E. Obtain licenses for Platform and Succession Modules.

Answer: C, D, E

Question: 5

In this screenshot, which items need to be corrected before this file will pass a validation check?

In this screenshot, which items need to be corrected before this file will pass a validation check?

```
1  <?xml version="1.0" encoding="UTF-8"?>
2  <!DOCTYPE succession-data-model PUBLIC
3  "-//SuccessFactors, Inc.//DTD Succession Data Model 1.0//EN"
4  "objective-template_4_0.dtd">
5  <succession-data-model>
6    <description>Success Factors Standard Data Model</description>
7    <standard-element id="second Manager" max-length="100" required="false" matrix-filter="false">
8      <label>Second Manager</label>
9    </standard-element>
10   <standard-element id="serviceDate" max-length="255" required="false" matrix-filter="false">
11     <label>Service Date</label>
12   </standard-element>
13   <standard-element id="reviewFreq" max-length="255" required="false" matrix-filter="false">
14     <label>Review Frequency</label>
15   </standard-element>
```

Note: There are 2 correct answers to this question.

A. The DTD reference on line 4 needs to be changed.
B. The max-length attribute on line 10 needs to be removed.
C. The standard element id on line 7 needs to be corrected.
D. The DOCTYPE tag on lines 2-4 needs to be on a single line.

Answer: A, C

Question: 6

Which of the following are configuration options for the Objective-Competency Matrix Report (How vs. What)?
Note: There are 2 correct answers to this question.

A. Report access is controlled by its own permission in Role-Based Permissions.

B. This report shares the icon configuration with the Performance-Potential Matrix Report.
C. This report CANNOT have custom weights.
D. Report access is controlled by its own provisioning switch.

Answer: A, B

Question: 7

Which of the following allows you to add external candidates into the Succession Org Chart v12 within Succession Management?

A. Onboarding
B. Recruiting Management
C. Career Development Planning
D. People Profile

Answer: B

Question: 8

How can you access the Talent Search tool?
Note: There are 2 correct answers to this question.

A. From the Nomination block in the profile
B. From the talent pool nominee page
C. From a subtab under Succession
D. From a link in the Succession Org Chart

Answer: C, D

Question: 9

What are the differences between the MDF Position and the Legacy Position nomination methods?
Note: There are 2 correct answers to this question.

A. You can use effective dating.
B. You can set permissions on the position object.
C. You can use MDF talent pools.
D. You can import successors.

Answer: A, B

Question: 10

Your customer wants to modify an existing MDF record.
Where can this be changed in Admin Center?

A. Configure People Profile
B. Position Management: Position Setup
C. Manage Data
D. Manage Positions

Answer: C