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SAP

C_THR85_1905

SAP Certified Application Associate - SAP SuccessFactors Succession Management Q2/2019

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Version product

Question: 1

What data types are included in the Talent search?

There are 3 correct answers to this question.

Response:

- A. Background Elements
- B. Nominations
- C. Competencies
- D. Standard Elements
- E. Goals

Answer: ACD

Question: 2

Which menu do you choose to execute canned reports for Succession Management?

Please choose the correct answer.

Response:

- A. Standard Reports
- B. Scheduled Reports
- C. Ad-Hoc Reports
- D. Saved Reports

Answer: A

Question: 3

How does the Readiness Meter calculate a Readiness percentage?

Please select all the correct answers that apply.

Response:

- A. Uses ratings from the last-rated form.
- B. Uses expected ratings of the Target Role.
- C. Uses survey results from Managers.
- D. Uses a formula determined by the CDP Admin.

Answer: B

Question: 4

Your customer currently uses the Position Nomination method.

This customer has decided to migrate to the MDF position Nomination Method. Currently they manage position data in their HRIS and send over a legacy position import file.

What action do you need to perform so that the customer can use the MDF position Nomination Method in Admin Tools?

Please choose the correct answer.

Response:

- A. Import the legacy position file
- B. Enable MDF talent pools
- C. Define the position object
- D. Define matrix grid report icons

Answer: C

Question: 5

What information is included in the Trend Data Import template?

Please choose the correct answer.

Response:

- A. Performance rating history
- B. Certification history
- C. Risk of loss
- D. Education history

Answer: A

Question: 6

Which of the following permissions must be enabled for the end user to view the Career Worksheet?

Please choose the correct answer

Response:

- A. Configure Role Node Permission
- B. Career Worksheet Access Permission
- C. Career Development Plan Access Permission
- D. Miscellaneous Permissions

Answer: C

Question: 7

Which can you display in the advanced information section of talent search v2?

There are 2 correct answers to this question.

Response:

- A. Background elements
- B. Ratings and Competencies
- C. MDF Talent Pool
- D. Basic information

Answer: AC

Question: 8

What are the benefits when you use MDF Position nomination method instead of the Position nomination method?

There are 2 correct answers to this question

Response:

- A. You can grant position based permissions
- B. You can import successors
- C. You can use effective dating
- D. You can use MDF talent pools

Answer: CD

Question: 9

Which fields can be added add search fields in the Talent Search tool

There are 3 correct answers to this question.

Response:

- A. Standard elements
- B. Background Elements
- C. Employee Photos
- D. Extended Personal Info

Answer: ABD

Question: 10

You want to open ad-hoc reports in the BIRT viewer. What file format do you use to export the templates?

Please choose the correct answer.

Response:

- A. .pdf
- B. .csv
- C. .xls
- D. .txt

Answer: B

Question: 11

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.

Response:

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

Answer: D

Question: 12

A user gets an error when clicking Development from the Home drop-down. What could be the problem?

Please choose the correct answer.

Response:

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

Answer: C

Question: 13

Which succession nomination method allows the succession planner to search Positions within the Succession Org Chart?

Please choose the correct answer.

Response:

- A. Talent Pools
- B. MDF Position
- C. Position
- D. Role-person

Answer: B

Question: 14

When utilizing MDF Position Nomination Method, what are the additional options within Role-Based Permissions?

There are 2 correct answers to this question.

Response:

- A. Metadata Framework
- B. Reports Permissions
- C. Miscellaneous Permissions
- D. Manage Presentations

Answer: AC

Question: 15

Where is data stored or housed for the Succession process or tools?

Please choose the correct answer.

Response:

- A. Career Development
- B. Reporting
- C. Employee Profile
- D. Performance Management

Answer: C

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