

DUMPS ARENA

SAP Certified Application Associate - SAP SuccessFactors Succession Management Q4/2020

SAP C THR85 2005

Version Demo

Total Demo Questions: 10

Total Premium Questions: 135

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QUESTION NO: 1

Within Manage Permission Roles. Which option do you activate under Succession Planners to use the Talent Search? Please choose the correct answer.

- A. Employee Data
- B. Employee View
- C. Talent Search Access
- D. Directory Search

ANSWER: C**QUESTION NO: 2**

For which data import can you select the 'import by incrementally adding data' option if you use 'import Extended User information' ? (2 corrects)

- A. Personal Information
- B. User Information
- C. Background Information
- D. Trend Information

ANSWER: C D**QUESTION NO: 3**

Which of the following activities are benefits when you use MDF position Nomination Method instead of other nomination methods? (3 corrects)

- A. You can add custom fields to the position
- B. You can keep a history of changes made to a position
- C. You can Sync Positions
- D. You can create a succession plan for positions

E. You can search by position in the Succession Organization Chart

ANSWER: A B E

QUESTION NO: 4

Where can ratings come from for use in the Performance-Potential (or other) Matrix? (3 corrects)

- A. Imported Trend Data
- B. Input on the Matrix
- C. PM forms (or other assessment forms)
- D. Employee Profile input

ANSWER: A C D

QUESTION NO: 5

Within the Succession Org Chart, what needs to be defined in the Succession Data Model for current nominations to appear in the Quick Card?

- A. sysOverallPotential
- B. sysScoreCardNominationPortlet
- C. sysOverallPerformance
- D. sysUserDirectorySetting

ANSWER: B

QUESTION NO: 6

How does the Readiness Meter calculate a Readiness percentage? Please select all the correct answers that apply.

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

D. Uses expected ratings of the Target Role.

ANSWER: D

QUESTION NO: 7

Which of these settings must be in place for Users to be able to access Succession Ad Hoc reporting: (2 corrects)

- A. Matrix Grid Rating Scales are configured
- B. Permission to Create or View Ad Hoc Reports
- C. Appropriate Ad Hoc reports for selected Nomination methods in Provisioning
- D. Permissions granted in Admin Center> Reporting > Portlet Permissions

ANSWER: B C

QUESTION NO: 8

Which of the following Succession Planning permission only work with the position level target population for MDF positions? (3 corrects)

- A. Talent Search
- B. Succession Organization chart
- C. Succession Planning
- D. Succession Management and Matrix Reports
- E. Succession Approval

ANSWER: C D E

QUESTION NO: 9

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 NO: 10

When you use the Succession Org Chart v12 and Admin Tools. What must you do to display Succession Planning Data (For Example Talent Information)?

- A. Modify Matrix Grid Rating Scales
- B. Change Matrix Grid Reports:
- C. Performance-Potential
- D. Configure talent Card
- E. Create Talent Searches

ANSWER: C