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

**SAP C\_THR85\_2005**

**Version Demo**

**Total Demo Questions: 10**

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## QUESTION NO: 1

Which of these are possible reasons why the Scorecard may not be pulling and displaying the expected results? ( 3 corrects )

- A. The process does not include Succession related data
- B. The date range selected does not include Succession related data
- C. The user does not have Succession Org Chart permission
- D. The user does not have Performance ratings

ANSWER: A B D

## QUESTION NO: 2

MDF Talent Pools can be combined with which other nomination types? ( 3 corrects )

- A. MDF Position
- B. Incumbent
- C. Legacy Position
- D. Legacy Talent Pool

ANSWER: A B C

## QUESTION NO: 3

Which attribute is a required item in the Data Model XML for the Matrix Grid report? Please choose the correct answer.

- A. Scale ID
- B. Field
- C. Item
- D. External

ANSWER: A

## QUESTION NO: 4

What are the prerequisite in the Provisioning when you use MDF talent Pools? ( 2 corrects )

- A. Role-based Permission
- B. Enabled Administrative Domains
- C. Enabled Generic Object
- D. Stack Ranker
- E. Enabled V12UI

**ANSWER: C E**

## QUESTION NO: 5

Which of the following are 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 NO: 6

Your customer has unique labels for each cell in their 9-box Performance -Potential Matrix. Where do you modify these labels?

- A. Under Admin Tools -> Succession -> Matrix Grid rating Scales
- B. Under Admin Tools -> Succession -> Matrix Grid reports: Performance-Potential
- C. Under Admin Tools -> Succession -> Succession Settings
- D. Under Provisioning -> Succession management -> Edit Matrix Classifier Configuration

**ANSWER: B**

## QUESTION NO: 7

The primary purpose of the Succession Management module is to:

- A. Take the human factor out of promoting from within
- B. Provide documentation for compliance purposes
- C. Identify high performing talent with appropriate attributes to rapidly fill vacancies in critic roles
- D. Allow everyone in the company to see who is next in line for a position

**ANSWER: C**

## QUESTION NO: 8

When working with Development Plan fields, what can be done in Admin Tools? ( 3 correct answers to this question)

- A. Add new table columns to table fields.
- B. Re-order fields.
- C. Remove fields.
- D. Add new values to enum fields.

**ANSWER: B C D**

## QUESTION NO: 9

Your customer users role person nominations. What happens to an incumbent's successors when the job code of the incumbent Changes?

- A. The successors are removed from the incumbent.
- B. The successors stay with the incumbent.
- C. The successors are moved to a peer of the incumbent who has the old job code.
- D. The successors are moved into a pool of successors for the incumbent's old job code.

**ANSWER: A**

## 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**