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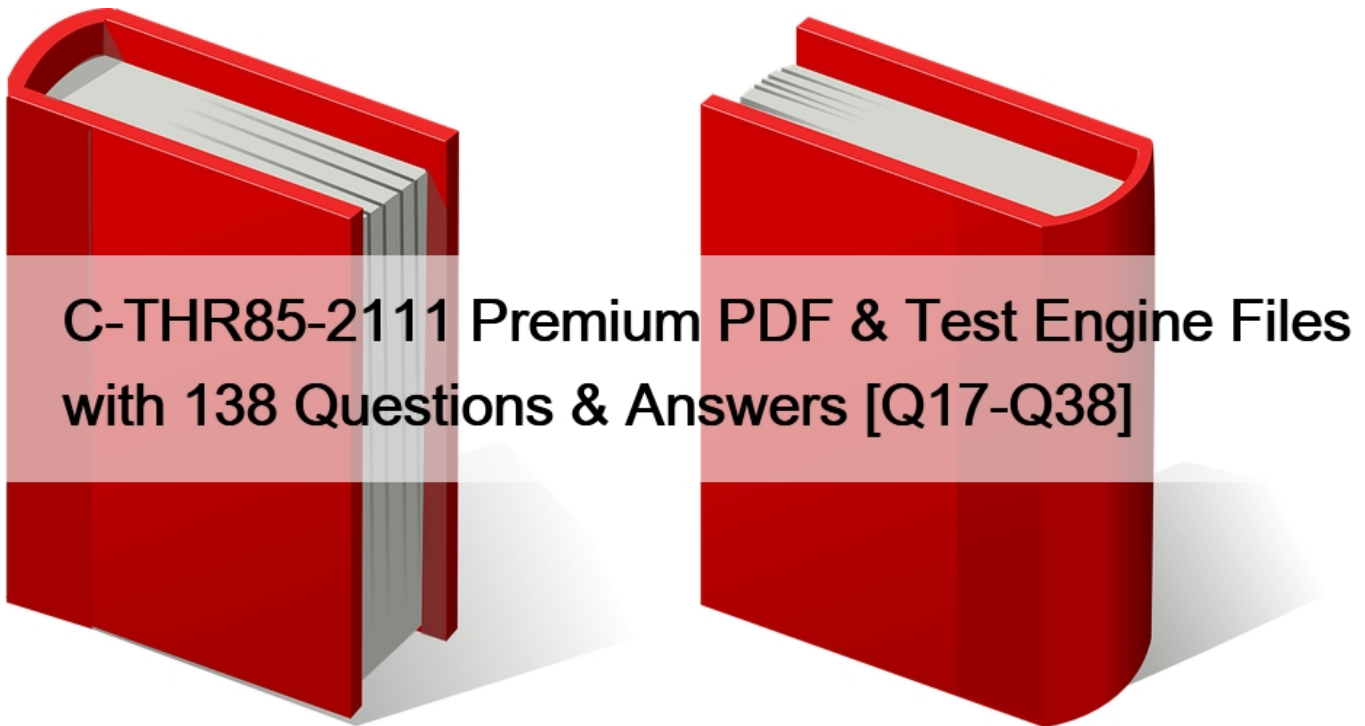

C-THR85-2111 Premium PDF & Test Engine Files
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SAP C-THR85-2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Succession Org Chart and Lineage Chart- Matrix Grid Reports and Calibration- Configure the Succession Data ModelTopic 2- Configure MDF Talent Pools and link them to MDF picklists- Succession Data Model and People ProfileTopic 3- Select the nomination type and identify nomination methods- Processes and PresentationsTopic 4- Customize Talent Search weights, rankings and field types- Customize talent review fields used in the Succession Org Chart

Topic 5- Create processes and presentations and work with the successor import and the nomination history- Create and configure MDF positions

Q17. Your customerwants to import three years of performance and potential ratings so they can display trends in the Performance-Potential Matrix.

Which of the following columns need to be populated in the trend import file to accomplish this?
* Rating
* Label
* Start Date
* Description
* End Date

Q18. What data types are included in the Talent search? There are 3 correct answers to this question.
* Nominations
* BackgroundElements
* tandard Elements
* Goals
* Competencies

Q19. Which of these are possible reasons why the Performance-Potential Matrix Grid Reports may not be displaying expected data?

There are 3 correct answers to this question.
* The date range selected does not include Succession relateddata
* The user does not have Performance ratings
* The user does not have Succession Management and Matrix Report Permissions
* The user does not have Potential ratings

Q20. Which of thefollowing Provisioning settings must you enable to use the MDF Position Nomination Method?
* Enable Role-Based Permissions
* Enable Matrix Grid Report
* Enable Stand Alone Talent Search
* Enable Generic Objects

Q21. Which nomination methods track to Be Hired or vacancy positions? There are 2 correct answers to this question.
* Pool-Based Planning
* Role -Permission
* Position
* MDF Position

Q22. Which of the following configurations are done in Admin Center for a Matrix report? (3 corrects)
* Icon mapping to a Picklist id
* Matrix colors
* Rating Scales
* Talent field definitions

Q23. Where do you navigate within the Admin Centerto create the processes and forms utilized in Succession?
* Performance
* Company Settings
* Reporting
* Goal Management

Q24. In which of the following circumstances would you advise a customer to use the succession sync functionality to create and maintain the position hierarchy? Please choose the correct answer.
* The customer is maintaining a position hierarchy in their HRIS.
* The customer is NOT conducting position management in their HRIS.
* The customer is using talent pool planning.
* The customer is using use role-incumbent based succession planning.

Q25. Whichof the following tasks must you perform to make a standard element visible in Employee Profile? There are 2 correct answers to the question
* Add the standard element to a port let on the employee profile.

* Add the standard element to the <viewtemplate> <view template id=TalentSearch”> in the Succession Data Model.
* Grant view permissions to the standard element.
* Add the standard element to XML within the Org Chard Configuration.

Q26. Your Customer wants to maintain custom fields for a position within Admin Tools. What Succession Nomination Method do you select in Provisioning?
* Enable Position management
* MDF positions
* True Position Hierarchy
* Position

Q27. Where are the gradients and icons that display on the Succession Org Chart configured?
* Admin Center
* Provisioning
* Matrix Grid XML
* Succession Data Model

Q28. What actions do you take to configure a matrix filter on the Performance-Potential Matrix Grid Report? There are 2 correct answers to this question
* Modify the view template of the employee profile.
* Set the matrix filter to “true” for the standard element.
* Register the element in the data model
* Modify the background element definition.

Q29. 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.
* Grant Succession Approval Permission
* Contact Customer Success or Professional Services
* Nominate a successor
* Approve the nomination

Q30. How do you add a picklist field to the definition of an MDF Talent Pool? There are 2 correct answers to this question.
* Create the picklist import file under Admin Tools -> Company Settings -> Configure Object Definitions
* Update the Talent Pool object to associate the field with the field with the picklist under Admin Tools -> Succession -> Manage Talent Pools
* Upload the Picklist import file under Admin Tools -> Company Settings -> Picklists Management
* Update the Talent Pool object to associate the field with the picklist under Admin Tools -> Company Settings -> Configure Object Definitions.

Q31. Which of the following Succession Planning permission only work with theposition level target population for MDF positions? (3 corrects)
* Talent Search
* Succession Organization chart
* Succession Planning
* Succession Management and Matrix Reports
* Succession Approval

Q32. You are configuring the Succession Data Model.

What element type creates a filter within Performance-Potential Matrix Grid report?

Please choose the correct answer.
* Standard
* Custom-filters
* Background
* Permission

Q33. Which of the following administrator permissions must be assigned in order to configure your MDF Position object? Please choose the correct answer.
* Metadata Framework -> Configure Object Definitions
* Metadata Framework -> Manage configuration Ul
* Metadata Framework -> Manage Data
* Metadata Framework -> Configure Business Rules

Q34. Your customer users role person nominations. What happens to an incumbent’s successors when the job code of the incumbent Changes?
* The successors are removed from the incumbent.
* The successors stay with the incumbent.
* The successors are moved to a peer of the incumbent who has the old job code.
* The successors are moved into a pool of successors for the incumbent’s old job code.

Q35. What Attribute do you add to the department field in the data model to convert text fields to drop down lists in talent Search? Please choose the correct answer.
* Pre-populate = false
* Visibility =none
* Pre-populate = true
* Visibility = both

Q36. Where in Admin Center can youmodify the name of an Employee Profile Portlet? Please choose the correct answer.
* Employee Files
* Succession
* Company Settings
* Reporting

Q37. Which menu do you choose to execute canned reports for Succession Management? Please choose the correct answer.
* Standard Reports
* Ad-Hoc Reports
* Saved Reports
* Scheduled Reports

Q38. Your customer is using impact of loss on the succession organization chart (SOC). What SOC XML do you modify to display the data with a symbol? Please choose the correct answer.
* gradient Option
* key Position Option
* text Option
* iconset Option

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