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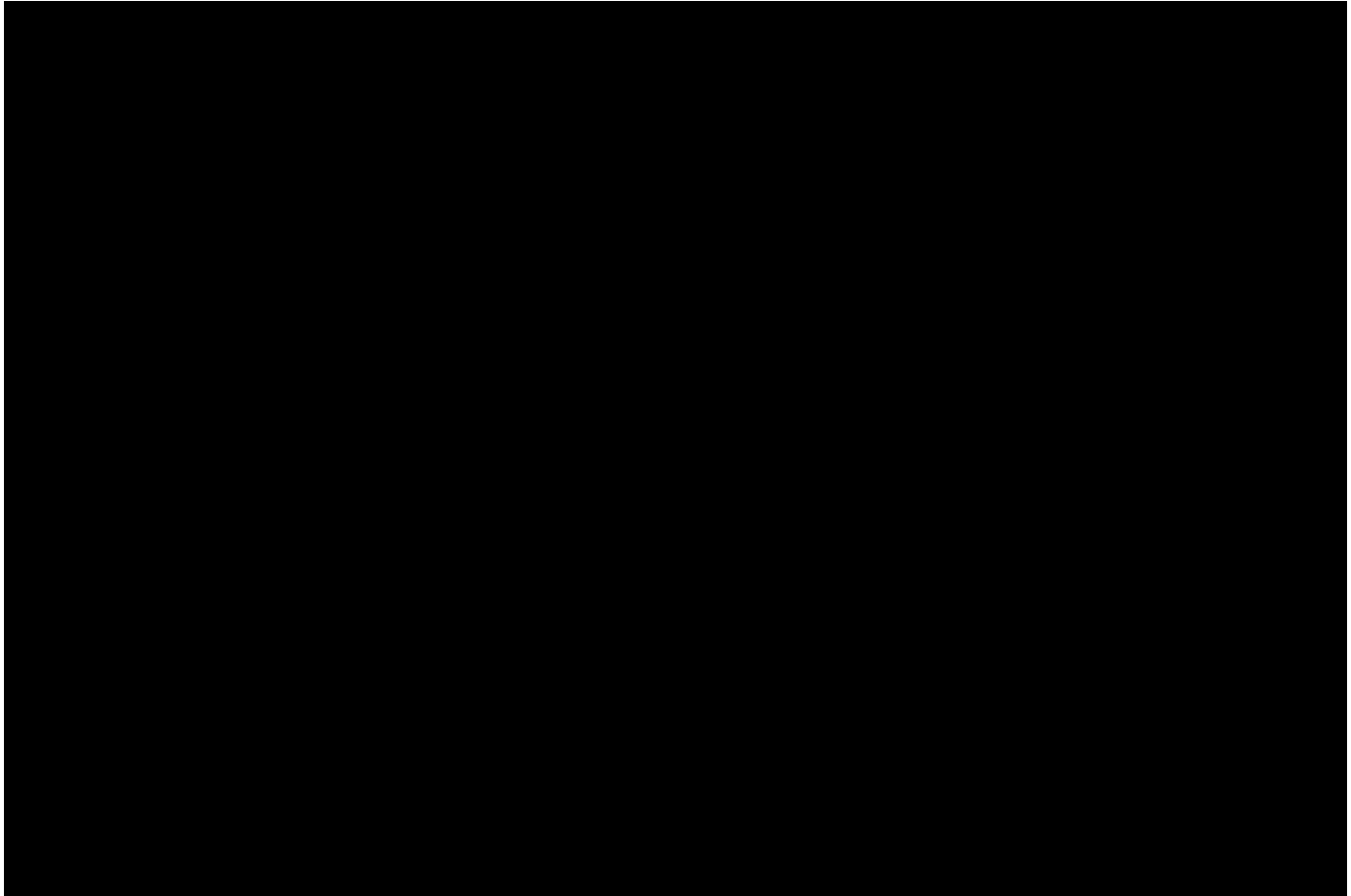

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SAP C-THR85-2205 Exam Practice Test Questions

NEW QUESTION 25

When utilizing a talent pool in Succession, what actions can a user take?Note: There are 3 correct ans-wers to this que-stion.
* Add a new status.
* Secure the Talent Pool object.
* Set a readiness rating for an employee.
* Filter nominations by date range.
* Delete a nomination from the talent pool.

NEW QUESTION 26

Where can you select the option to exclude a succession planner from seeing themselves within a succession plan?
* Nominations Setup
* Org Chart Configuration

* Talent Search Settings
* Succession Settings

NEW QUESTION 27

Which of the following values are included in the Personal Information Import template?Note: There are 2 correct ans-wers to this que-stion.
* Risk of loss
* Impact of loss
* Language skills
* Manager

NEW QUESTION 28

Which of the following activities are advantages when choosing the MDF Position Nomination Method over the legacy Position Nomination Method?Note: There are 3 correct ans-wers to this que-stion.
* You can create a succession plan for positions.
* You can keep a history of date changes made to a position object.
* You can sync positions.
* You can add custom fields to the position object.
* You can search by position within the Succession Org Chart.

NEW QUESTION 29

Which Succession tools have an option that allows an administrator to select a specific process or all data sources within the Admin Center settings?Note: There are 2 correct ans-wers to this que-stion.
* Position Tile
* MDF Talent Pools
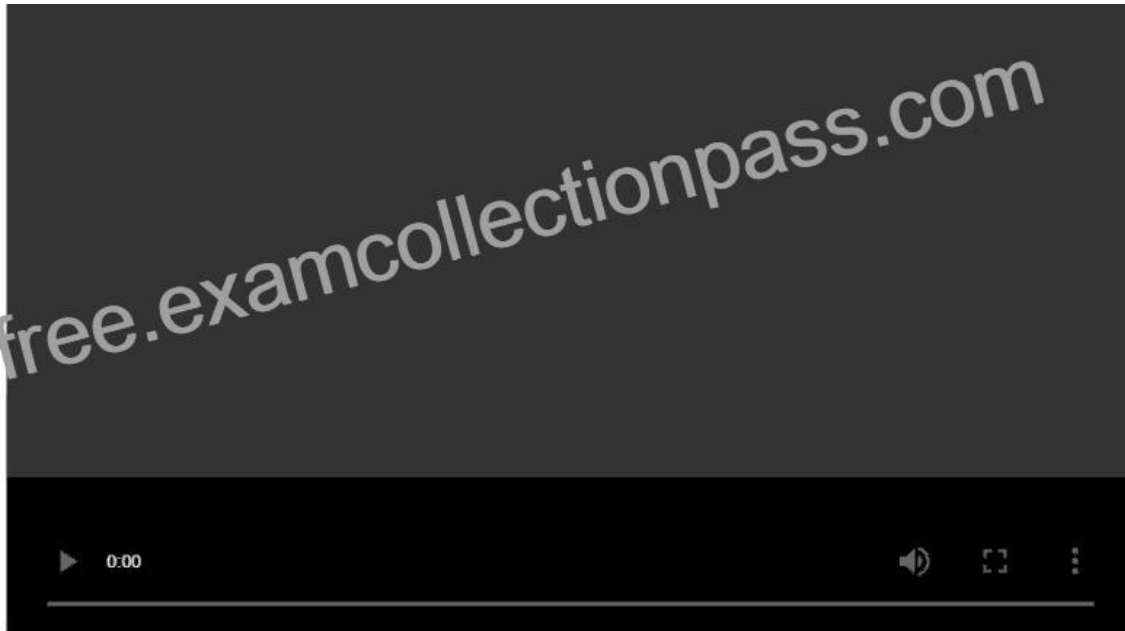* Talent Search V2
* Matrix Grid Reports: How vs. What

NEW QUESTION 30

Where do you go to configure the retirement eligibility functionality?Note: There are 2 correct ans-wers to this que-stion.
* Provisioning ? Edit Org Chart configuration
* Provisioning ? Edit Matrix Classifier configuration in Provisioning
* Admin Center ? Reporting and Analytics
* Admin Center ? Succession

NEW QUESTION 31

Based on the following video, which of the following configuration statements are accurate?

Note: There are 3 correct ans-wers to this que-stion.
* The standard element with id riskOfLoss must be present in the Succession Data Model.
* Risk of Loss is the label being used by a standard element in the Succession Data Model.
* Risk of Loss has a picklist associated with it.
* The standard element with id riskOfLoss may be present in the Succession Data Model.
* The standard element with label Risk of Loss must be set as editable in the Succession Data Model.

NEW QUESTION 32

Which of the nomination methods track To Be Hired or vacant positions?Note: There are 2 correct ans-wers to this que-stion.
* Pool-Based Planning
* Role-Person
* MDF Position
* Position

NEW QUESTION 33

What must you do to allow a user to view the Nominate button for Talent Search V2?Note: There are 2 correct ans-wers to this que-stion.
* Select the checkbox next to the candidate’s name after performing a search.
* Change the criteria filters when viewing search results.
* Modify the Talent Search section of the Succession Data Model.
* Grant a user the appropriate permissions to nominate successors.

NEW QUESTION 34

Which of the following features are available when you import background data using the Import Extended User Information feature?Note: There are 2 correct ans-wers to this que-stion.
* The data can include many to one data.
* The data can include a date field.

* The data CANNOT include a user ID.
* The import file includes multiple sections of data.

NEW QUESTION 35

What are the differences between the MDF Position and the Legacy Position nomination methods?Note: There are 2 correct ans-wers to this que-stion.
* You can import successors.
* You can use effective dating.
* You can set permissions on the position object.
* You can use MDF talent pools.

NEW QUESTION 36

What are the prerequisites for a background element to be visible in People Profile?Note: There are 2 correct ans-wers to this que-stion.
* The element is added under Admin Center ? Configure People Profile.
* A picklist is created under Admin Center ? Picklist Center.
* The element is listed in the <view-template id=”talentSearch”> section of the data model.
* Permissions are granted under Admin Center ? Set User Permissions.

NEW QUESTION 37

Using the Legacy Position-Based Nomination Method, where can fields be added for the Position dialog?
* From the Succession Data Model XML
* From Configure Object Definition
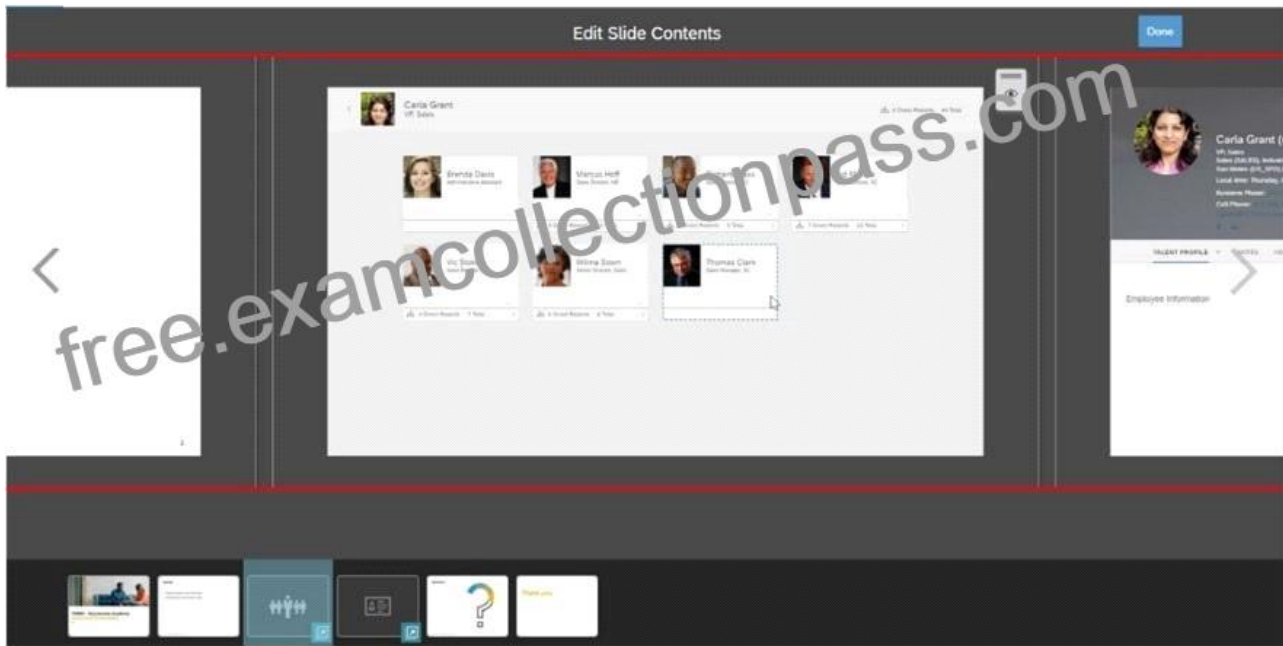* From the Succession Org Chart XML
* From Employee Files

NEW QUESTION 38

Where can you import position data?Note: There are 2 correct ans-wers to this que-stion.
* Succession ? Position Management Import Positions
* Employee Files ? Import and Export Data
* Employee Files ? Manage Data
* Employee Files ? Manage Positions

NEW QUESTION 39

What can a user accomplish using the eye icon on the screen shown here?

Note: There are 2 correct ans-wers to this que-stion.
* Show or hide the slide.
* Show or hide hotspots.
* Show or hide all direct reports.
* Show or hide one or more direct reports.

NEW QUESTION 40

Which of the following Provisioning settings must you enable to use the MDF Position Nomination Method?Note: There are 2 correct ans-wers to this que-stion.
* Matrix Grid Report (9-Box)
* Enable Generic Objects
* Enable Position Management
* True Position Hierarchy

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