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**Exam** : **C\_THR85\_1511**

**Title** : SAP Certified Application  
Associate - SAP SuccessFactors  
Succession Management  
Q4/2015

**Vendor** : SAP

**Version** : DEMO

NO.1 For which data import can you select the 'import by incrementally adding data' option if you use 'import Extended User information' ?

There are 2 correct answers to this question

Response:

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

**Answer:** B,D

NO.2 Within Talent search v2. Which settings can be different if you switch between search roles?

There are 2 correct answers to this question.

Response:

- A. Key word
- B. Target Population
- C. Search Fields
- D. Rating Option

**Answer:** B,C

NO.3 Which of the following parameters can you define within <Standard-Element>?

There are 3 correct answers to this question.

Response:

- A. Visible
- B. ID
- C. Required
- D. Max-Length
- E. Field-Name

**Answer:** B,C,D

NO.4 Where do you navigate within the Admin Center to create the processes and forms utilized in Succession?

Please choose the correct answer.

Response:

- A. Performance
- B. Company Settings
- C. Reporting
- D. Goal Management

**Answer:** C

NO.5 In what situation would you advise your customer to use the role - permission nomination method?

Please choose the correct answer.

Response:

- A. Your customer does NOT have sufficient resources to maintain positions
- B. Your customer wants to track position title changes
- C. Your customer wants to see To Be Hired (TBH) positions
- D. Your customer wants to search for positions from the succession Organization Chart

**Answer: A**

NO.6 Which of the following Succession Planning permission only work with the position level target population for MDF positions?

There are 3 correct answers to this question

Response:

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

**Answer: A,B,D**

NO.7 Which of the following Provisioning settings must you enable to use the MDF Position Nomination Method?

Please choose the correct answer.

Response:

- A. Enable Matrix Grid Report
- B. Enable Role-Based Permissions
- C. Enable Generic Objects
- D. Enable Stand Alone Talent Search

**Answer: C**

NO.8 Where in Admin Tools can you export a template to create trend information data to be imported?

Please choose the correct answer.

Response:

- A. Update User Information -> Import Extended user information
- B. Update User Information -> Employee Export
- C. Update User Information -> Employee Import
- D. Employee Files -> Import and Export Data

**Answer: A**