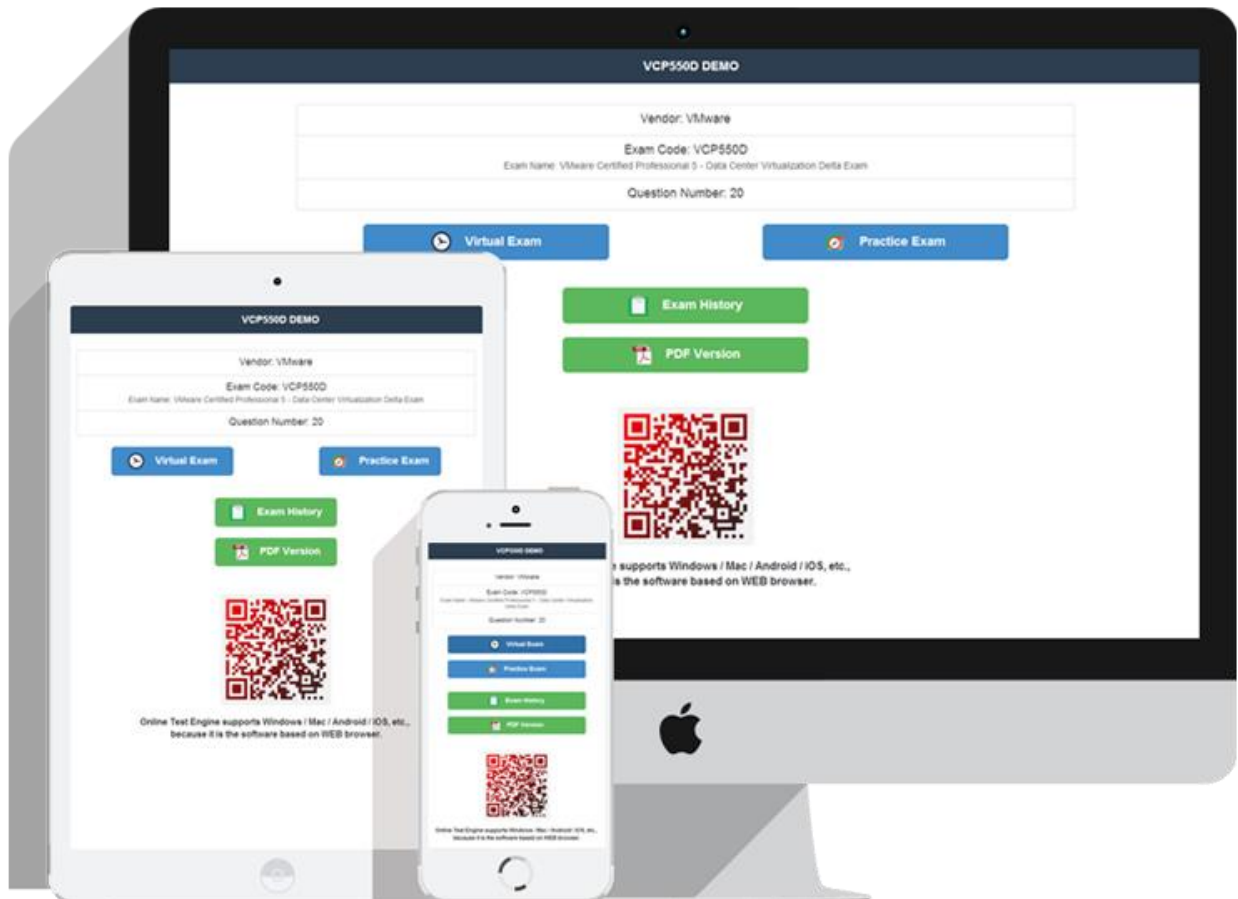


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Exam : **C-THR85-2105**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Succession Management
1H/2021

Vendor : SAP

Version : DEMO

NO.1 You use the Import Extended User Information feature within Admin Tools to add background data-How can you verify the success of the import?

- A. Check Admin Tools -> Employee Files -> Monitor Job
- B. Check the email that is sent you after the import process is completed
- C. Check Provisioning -> Company Settings
- D. Check Provisioning -> Succession Management

Answer: A

NO.2 Mike Miller created a development goal for himself, but did not receive an email. What is the reason? Please choose the correct answer.

- A. Employees do not receive an email for self-created goals
- B. Mike's permission role does not have goal notifications enabled.
- C. Mike has chosen to view notifications in the system rather than through email.
- D. The Goal Creation email goes to the employee's Manager.

Answer: A

NO.3 How do you add a picklist field to the definition of an MDF Talent Pool? There are 2 correct answers to this question.

- A. Create the picklist import file under Admin Tools -> Company Settings -> Configure Object Definitions
- B. Upload the Picklist import file under Admin Tools -> Company Settings -> Picklists Management
- C. Update the Talent Pool object to associate the field with the picklist under Admin Tools -> Company Settings -> Configure Object Definitions.
- D. Update the Talent Pool object to associate the field with the field with the picklist under Admin Tools -> Succession -> Manage Talent Pools

Answer: A,C

NO.4 Where do you navigate in Admin Center to reorder the fields inside of an Employee Profile portlet? Please choose the correct answer.

- A. Company Settings>Form Template Settings
- B. Employee Files>Configure Employee Files
- C. Company Settings>Manage Route Maps
- D. Succession>Succession Settings

Answer: B

NO.5 Prior to implementing Succession Management, your customer gathered talent review information. The customer wants to import the risk of loss and impact for users. Where in Admin Tools does the customer import this data?

- A. Under Employee Files -> Employee Fields
- B. Under Update User Information -> Import Extended User Information -> Personal information
- C. Under Update User Information -> Import Extended User Information -> Background Information
- D. Under Succession -> Position Management ->Import Positions

Answer: B

NO.6 MDF TalentPools and MDF Positions both require which other Provisioning setting? (2 corrects)

- A. Role-based Permissions
- B. None of the above
- C. Metadata Framework
- D. Incumbent (role-person) based nominations

Answer: A,C

NO.7 What capabilities are specific to the MDF Position Model? (3 corrects)

- A. TBH/vacant positions
- B. Search by Position in the Succession Org Chart
- C. Custom fields on the Position Object
- D. Position Effective Dating

Answer: B,C,D

NO.8 Extended Employee Data can be uploaded for use in the Succession Management module through the following files? (3 corrects)

- A. Personal Information
- B. Background Information
- C. Succession Data Model
- D. Trend Information

Answer: A,B,D

NO.9 Your customer is using the MDF Position Model. Where would you import the position file in Admin Center?

- A. Succession>Position Management: Import Positions
- B. Update User Information>Employee Import
- C. Employee Files>Import and Export Data
- D. Update User Information>Import Extended User Information

Answer: C

NO.10 Where is data stored or housed for the Succession process or tools? Please choose the correct answer.

- A. Reporting
- B. Employee Profile
- C. Performance Management
- D. Career Development

Answer: B