

SAP

C_THR85_1805

SAP Certified Application Associate - SAP SuccessFactors Succession Management Q2/2018



Question: 1

What information is included in the Background Data Import template?

Please choose the correct answer.

Response:

- A. Education history
- B. User name
- C. Potential rating history
- D. Impact of Loss

Answer: A

Question: 2

Within Manage Permission Roles. Which option do you activate under Succession Planners to use the Talent Search?

Please choose the correct answer.

Response:

- A. Talent Search Access
- B. Employee Data
- C. Employee View
- D. Directory Search

Answer: A

Question: 3

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.

Response:

- A. Visibility = none
- B. Visibility = both
- C. Pre-populate = true
- D. Pre-populate = false

Answer: C

Question: 4

You want to open ad-hoc reports in the BIRT viewer. What file format do you use to export the templates?

Please choose the correct answer.

Response:

- A. .csv
- B. .txt
- C. .pdf
- D. .xls

Answer: C

Question: 5

How do you add a picklist field to the definition of an MDF Talent Pool?

There are 2 correct answers to this question.

Response:

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

Answer: AB

Question: 6

Your customer conducted a talent search. When the customer analyzes the results, some fields are blank. What are likely reasons for this?

There are 2 correct answers to this question.

Response:

- A. Data does NOT exist for that field.
- B. Fields are NOT configured in the talent search section of the Succession Data Model.
- C. Fields are NOT added to the talent search settings under Admin Tools.
- D. The user does NOT have permission to view the data.

Answer: AD

Question: 7

Which Role-based permission is needed to generate an ad-hoc report?
Please choose the correct answer.

Response:

- A. Permission to run the ad-hoc report
- B. Permission to enable the ad-hoc cross domain report
- C. Permission to run the detail report
- D. Permission to enable the ad-hoc multidata set report

Answer: A

Question: 8

Your customer is creating MDF talent pools. For optimal performance, how many MDF talent pools would you advise the customer to create for an instance?

Please choose the correct answer.

Response:

- A. 20
- B. 50
- C. 100
- D. 200

Answer: A

Question: 9

Within the Succession Org Chart, what needs to be defined in the Succession Data Model for current nominations to appear in the Quick Card?

Please choose the correct answer.

Response:

- A. sysOverallPerformance
- B. sysUserDirectorySetting
- C. sysScoreCardNominationPortlet
- D. sysOverallPotential

Answer: C

Question: 10

Which nomination methods track to Be Hired or vacancy positions?

There are 2 correct answers to this question.

Response:

- A. Pool-Based Planning
- B. MDF Position
- C. Role – Permission
- D. Position

Answer: BD

Question: 11

You are using the import Extended user information function to perform the background information data import.

You select the 'import by re-loading all data with your new changes' Option What happens to the data that already exists?

Please choose the correct answer.

Response:

- A. All records in the sections that you are NOT importing are deleted. This affects ONLY the employee in the file.
- B. All records in the sections that you are importing are deleted. This affects only the employees in the file.
- C. All records in the sections that you are importing are deleted. This affects all employees.
- D. All records in the sections that you are importing remain.

Answer: C

Question: 12

What capabilities are specific to the MDF Position Model?

There are 3 correct answers to this question.

Response:

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

Answer: ACD

Question: 13

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

Please choose the correct answer.

Response:

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

Answer: B

Question: 14

Which of the following configurations are done in Admin Center for a Matrix report?

There are 3 correct answers to this question.

Response:

- A. Matrix colors
- B. Talent field definitions
- C. Rating Scales
- D. Icon mapping to a Picklist id

Answer: ACD

Question: 15

Where can ratings come from for use in the Performance-Potential (or other) Matrix?

There are 3 correct answers to this question.

Response:

- A. Employee Profile input
- B. PM forms (or other assessment forms)
- C. Imported Trend Data
- D. Input on the Matrix

Answer: ABC

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