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Exam : **C-THR85-1908**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Succession Management
Q3/2019

Vendor : SAP

Version : DEMO

NO.1 What information is included in the Trend Data Import template?

- A. Risk of loss
- B. Performance rating history
- C. Certification history
- D. Education history

Answer: B

NO.2 To permanently remove a position from the system when importing the legacy position file, what should the Action column include?

- A. Purge
- B. Reactivate
- C. Delete
- D. A 'null' value

Answer: A

NO.3 Your customer currently uses the Position Nomination method.

This customer has decided to migrate to the MDF position Nomination Method. Currently they manage position data in their HRIS and send over a legacy position import file.

What action do you need to perform so that the customer can use the MDF position Nomination Method in Admin Tools? Please choose the correct answer.

- A. Define the position object
- B. Enable MDF talent pools
- C. Import the legacy position file
- D. Define matrix grid report icons

Answer: A

NO.4 You use the MDF position Nomination Method. In miscellaneous permissions. Which Options can you select?

There are 3 correct answers to this question

- A. Create
- B. Correct
- C. Edit
- D. Write
- E. Insert

Answer: A,B,E

NO.5 What succession related data can be configured in the Employee Profile? (3 corrects)

- A. Performance ratings
- B. Talent Review fields
- C. Background Information
- D. Talent Search

Answer: A,B,C

NO.6 Which fields can be added add search fields in the Talent Search tool (3 corrects)

- A. Employee Photos
- B. Extended Personal Info
- C. Background Elements
- D. Standard elements

Answer: B,C,D

NO.7 When using the Position nomination method, your Talent Pools do not appear in the Succession Org Chart.

What are the probable causes? (2 corrects)

- A. Talent Pools have not been set up within Manage Data in Admin Center.
- B. Job Codes are not configured for employees.
- C. Talent Pools aren't linked to Job Roles in Admin Center.
- D. The icon is not configured correctly.

Answer: B,C

NO.8 The primary purpose of the Succession Management module is to:

- A. Identify high performing talent with appropriate attributes to rapidly fill vacancies in critic roles
- B. Allow everyone in the company to see who is next in line for a position
- C. Provide documentation for compliance purposes
- D. Take the human factor out of promoting from within

Answer: A