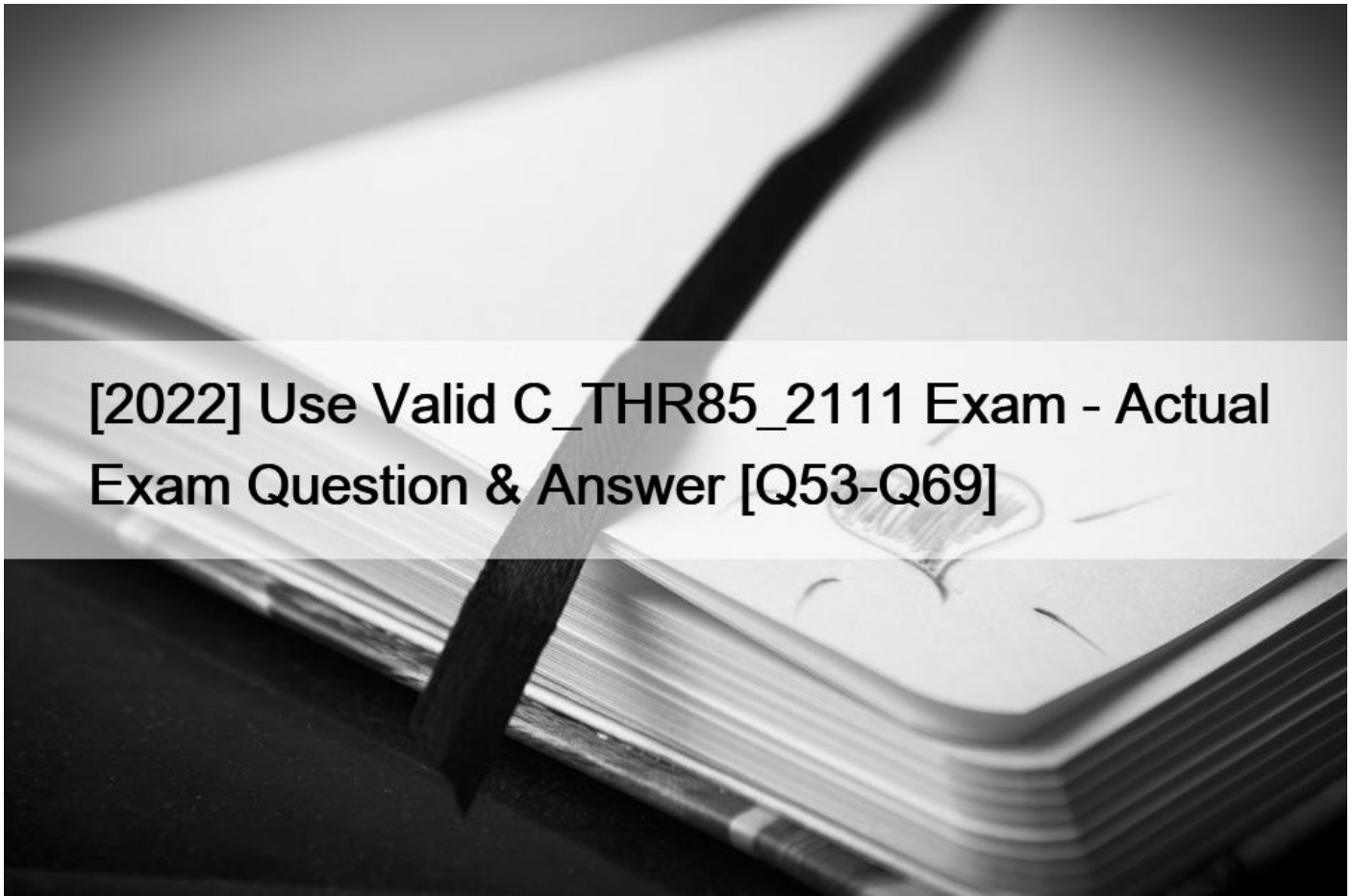


## [2022 Use Valid C\_THR85\_2111 Exam - Actual Exam Question & Answer [Q53-Q69]



[2022] Use Valid C\_THR85\_2111 Exam - Actual Exam Question & Answer  
Test Engine to Practice C\_THR85\_2111 Test Questions

**NO.53** The primary purpose of the Succession Management module is to:

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

**NO.54** How do you add a picklist field to the definition of an MDF Talent Pool? There are 2 correct answers to this question.

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

**NO.55** What information is included in the Trend Data Import template?

- \* Risk of loss
- \* Performance rating history
- \* Certification history
- \* Education history

**NO.56** 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?

- \* Under Employee Files -> Employee Fields
- \* Under Update User Information -> Import Extended User Information -> Personal information
- \* Under Succession -> Position Management -> Import Positions
- \* Under Update User Information -> Import Extended User Information -> Background Information

**NO.57** Which of the following are nomination methods for Succession Management? There are 2 correct answers to this question.

- \* Talent Search
- \* Position
- \* MDF Position
- \* Matrix Grid Report

**NO.58** How are Families and Roles integrated into the Career Worksheet?

Please select all the correct answers that apply, (answers should be correct but please double check)

- \* The Readiness Thermometer uses competencies which are determined from Families and Roles.
- \* Roles Being Considered are connected to competencies through Families and Roles.
- \* Current Roles are connected to competencies through Families and Roles.
- \* The rating scale used to rate competencies is specific to Families and Roles.

**NO.59** Which of the following activities are benefits when you use MDF position Nomination Method instead of other nomination methods? ( 3 corrects )

- \* You can add custom fields to the position
- \* You can keep a history of changes made to a position
- \* You can Sync Positions
- \* You can create a succession plan for positions
- \* You can search by position in the Succession Organization Chart

**NO.60** How are employees ranked in a talent search when competencies or background elements are required?

- \* By succession readiness
- \* By the search criteria
- \* Alphabetically by last name
- \* By placement on the Performance-Potential Matrix

**NO.61** 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.

- \* All records in the sections that you are importing are deleted. This affects only the employees in the file.
- \* All records in the sections that you are NOT importing are deleted. This affects ONLY the employee in the file.
- \* All records in the sections that you are importing are deleted. This affects all employees.
- \* All records in the sections that you are importing remain.

**NO.62** Which of the following options do you expect when you import background data using the Import Extended User Information feature?

There are 2 correct answers to this question

- \* Data includes a date field by all means
- \* Import file includes multiple sections of data
- \* Data does NOT Include the UserID
- \* Data includes &#8220;Many to One&#8221; Data

**NO.63** Where can MDF Talent Pools be added or created? ( 2 corrects )

- \* Within the Talent Search
- \* From the Succession Org Char
- \* Within the Talent Pools tab in Succession
- \* In ManageData in Admin Center

**NO.64** When working with Development Plan fields, what can be done in Admin Tools? ( 3 correct answers to this question)

- \* Add new table columns to table fields.
- \* Re-order fields.
- \* Remove fields.
- \* Add new values to enum fields.

**NO.65** You are configuring the Succession Data Model.

What element type creates a filter within Performance-Potential Matrix Grid report?

Please choose the correct answer.

- \* Standard
- \* Custom-filters
- \* Background
- \* Permission

**NO.66** In what situation would you advise your customer to use the role &#8211; permission nomination method?

- \* Yourcustomer wants to search for positions from the succession Organization Chart
- \* Your customer wants to track position title changes
- \* Your customer wants to see To Be Hired (TBH) positions
- \* Your customer does NOT have sufficient resources to maintainpositions

**NO.67** Which components in a talent search can u weight? There are 2 correct answers to this question.

- \* Competencies
- \* Background Elements
- \* Standard Elements
- \* Userinfo Elements

**NO.68** Which succession nomination method allows the succession planner to search Positions within the Succession Org Chart?

Please choosethe correct answer.

- \* Position
- \* MDF Position
- \* Talent Pools
- \* Role-person

**NO.69** In Provisioning, what do you enable to create an ad-hoc report on MDF positions? (There are 2 correct answers to this question)

- \* Ad-Hoc cell level permission for the Succession Subdomain Schema
- \* Ad-Hoc User level permission for the Succession Subdomain schema
- \* Ad-Hoc report level permission for the succession Subdomain schema
- \* Ad-Hoc fieldlevel permission for the succession Subdomain schema

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