

SAP Certified Application Associate C-THR85-2305 Exam Dumps and Certification Test Engine [Q49-Q68]



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NO.49 When utilizing a talent pool in Succession, what actions can a user take? Note: There are 3 correct answers to this question.

- * Add a new status.
- * Secure the Talent Pool object.
- * Set a readiness rating for an employee.
- * Filter nominations by date range.
- * Delete a nomination from the talent pool.

NO.50 Where in Admin Center can you import position data when you use the Legacy Position Nomination Method?

- * Import Extended User Information
- * Position Management: Import Positions
- * Import and Export Data
- * Position Management: Position Setup

NO.51 What can a user do in the Edit Slide Contents area?



Note: There are 3 correct answers to this question.

- * Identify live slides in the presentation.
- * Add or delete a new live slide.
- * Reorder slides in the presentation.
- * Add information to People Profile.
- * Add or delete a new hotspot.

NO.52 Within Role-Based Permissions, which section controls the permissions to view or edit the Risk Of Loss field for People Profile?

- * Employee Data
- * Employee Widgets
- * Sync Position Model
- * Succession Planners

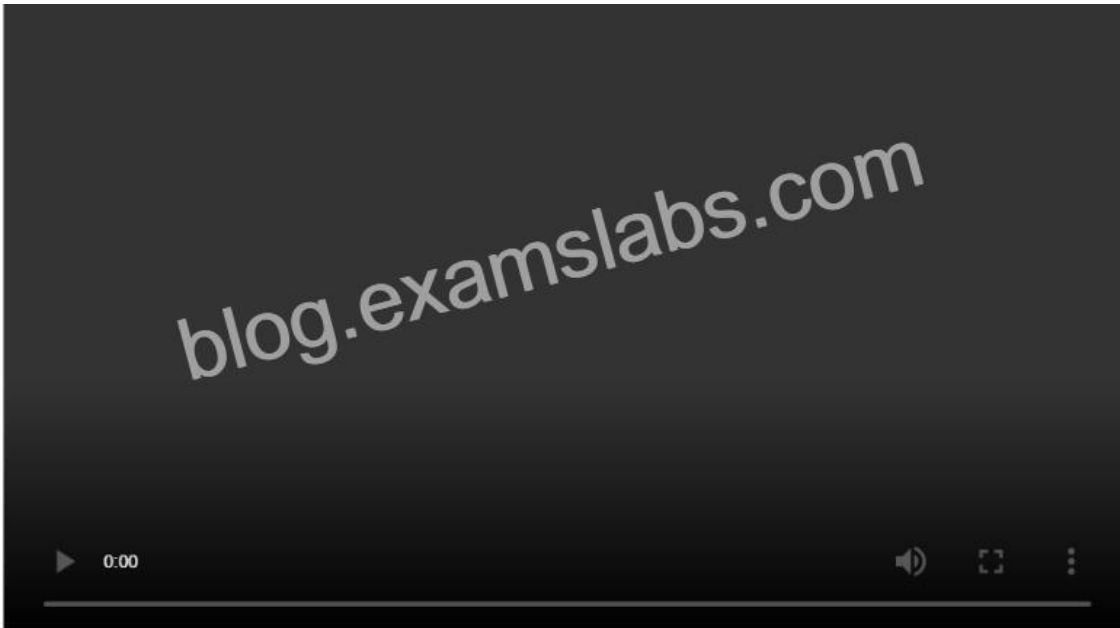
NO.53 Which of the following allows you to add external candidates into the Succession Org Chart v12 within Succession Management?

- * Onboarding
- * Career Development Planning
- * People Profile
- * Recruiting Management

NO.54 Which of the following are examples of available filter options for the matrix grid reports? Note: There are 2 correct answers to this question.

- * Custom fields, from custom01 to custom15
- * Department
- * userinfo-element with matrix-filter=matrix-filter=true;
- * impactOfLoss

NO.55 Based on the following video, which of the following configuration statements are accurate?



Note: There are 3 correct answers to this question.

- * The standard element with id riskOfLoss must be present in the Succession Data Model.
- * Risk of Loss is the label being used by a standard element in the Succession Data Model.
- * Risk of Loss has a picklist associated with it.
- * The standard element with id riskOfLoss may be present in the Succession Data Model.
- * The standard element with label Risk of Loss must be set as editable in the Succession Data Model.

NO.56 What actions must you complete before you assign talent pool permissions? Note: There are 3 correct answers to this question.

- * Ensure generic objects are activated.
- * Secure the object in Configure Object Definition.
- * Enable pool-based succession planning.
- * Configure target population access to pools.
- * Define the Performance-Potential Matrix Grid report.

NO.57 Which of the following are configuration options for of the Objective-Competency Matrix Report (How vs.

What)? Note: There are 2 correct answers to this question.

- * This report shares the icon configuration with the Performance-Potential Matrix Report.
- * This report CANNOT have custom weights.
- * Report access is controlled by its own permission in Role-Based Permissions.
- * Report access is controlled by its own provisioning switch.

NO.58 Where do you go to configure the retirement eligibility functionality? Note: There are 2 correct answers to this question.

- * Provisioning Edit Org Chart configuration
- * Provisioning Edit Matrix Classifier configuration in Provisioning
- * Admin Center Reporting and Analytics
- * Admin Center Succession

NO.59 Using the Legacy Position-Based Nomination Method, where can fields be added for the Position dialog?

- * From the Succession Data Model XML
- * From Configure Object Definition
- * From the Succession Org Chart XML
- * From Employee Files

NO.60 What is the main purpose of the Lineage Chart tool?

- * To display the downstream impact of succession planning in the Succession Org Chart
- * To show the downstream impact of succession planning on internal and external nominations
- * To show the downstream impact of succession planning on internal nominations
- * To show the hierarchy of the organization

NO.61 You use the Import Extended User Information feature within Admin Center to add background data. How can you verify the success of the import?

- * Check Provisioning Succession Management.
- * Check the e-mail that is sent to you after the import process is completed.
- * Check Provisioning Company Settings.
- * Check Admin Center Company Settings.

NO.62 When can you add custom fields to an MDF talent pool?

- * Whenever an end user creates a new pool
- * Whenever an administrator is granted the Import Object Definitions permission
- * Whenever an administrator is granted the Configure Object Definitions permission
- * Whenever a talent pool is associated with a role in the Job Profile Builder

NO.63 Which Succession tools have an option that allows an administrator to select a specific process or all data sources within the Admin Center settings? Note: There are 2 correct answers to this question.

- * Position Tile
- * MDF Talent Pools
- * Talent Search V2
- * Matrix Grid Reports: How vs. What

NO.64 Which of the following features can be displayed within the Succession Org Chart v12? Note: There are 3 correct answers to this question.

- * Performance forms
- * Multi-incumbent positions
- * Position Tile
- * Talent pool nominations
- * Development goals

NO.65 Which of the following is an advantage of the Position Tile view? Note: There are 2 correct answers to this question.

- * It allows users to search, and filter based on position attributes.
- * Picklist fields CANNOT be made searchable for the Position Tile view.
- * It is available for both Legacy and MDF Position Nomination Methods.
- * It can be used as an alternative to the Succession Org Chart.

NO.66 What information is included in the Background Data Import template?

- * Employee import data
- * Trend data

- * Education data
- * Personal information data

NO.67 What can a user accomplish using the eye icon on the screen shown here?



Note: There are 2 correct answers to this question.

- * Show or hide the slide.
- * Show or hide hotspots.
- * Show or hide all direct reports.
- * Show or hide one or more direct reports.

NO.68 Which of the following tasks must you perform to make a standard element visible in People Profile?Note:

There are 2 correct answers to this question.

- * Add the standard element to the XML within the Edit Org Chart configuration.
- * Add the standard element to the `<view id='TalentSearch'; template='>` in the Succession Data Model.
- * Add the standard element to a portlet on People Profile.
- * Grant view permissions to the standard element.

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