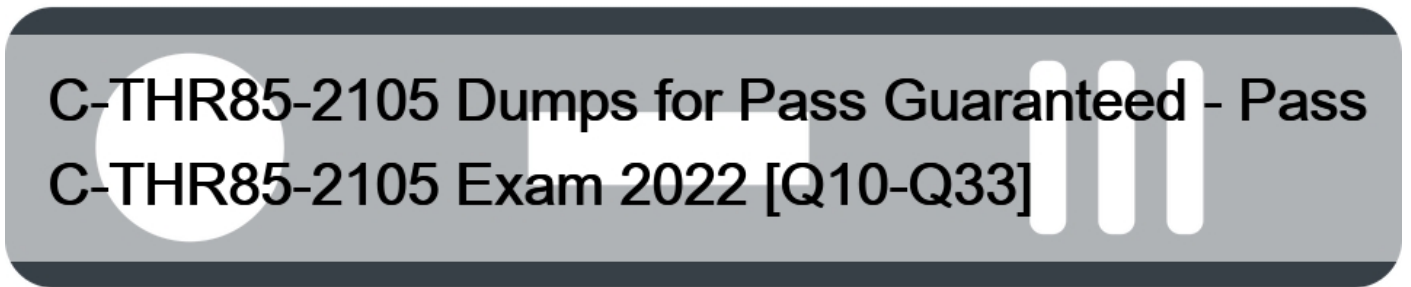


C-THR85-2105 Dumps for Pass Guaranteed - Pass C-THR85-2105 Exam 2022 [Q10-Q33]



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SAP C-THR85-2105 Certification Exam Topics:

Topic Areas
Topic Details, Courses, Books
Position Management > 12% Create and configure MDF positions. THR80 (SUCCESSFACTORS HCM SUITE) THR85 (SUCCESSFACTORS HCM SUITE) **Succession Data Model > 12%** Configure the Succession Data Model. THR80 (SUCCESSFACTORS HCM SUITE) THR85 (SUCCESSFACTORS HCM SUITE) **Talent Search 8% - 12%** Customize Talent Search weights, rankings and field types. THR80 (SUCCESSFACTORS HCM SUITE) THR85 (SUCCESSFACTORS HCM SUITE) **Nominations > 12%** Select the nomination type and identify nomination methods. THR80 (SUCCESSFACTORS HCM SUITE) THR85 (SUCCESSFACTORS HCM SUITE) **Processes and Presentations 8% - 12%** Create processes and presentations and work with the successor import and the nomination history. THR80 (SUCCESSFACTORS HCM SUITE) THR85 (SUCCESSFACTORS HCM SUITE) **Succession Org Chart and Lineage Chart 8% - 12%** Customize talent review fields used in the Succession Org Chart. THR80 (SUCCESSFACTORS HCM SUITE) THR85 (SUCCESSFACTORS HCM SUITE) **Matrix Grid Reports 8% - 12%** Modify the Matrix Grid Reports. THR80 (SUCCESSFACTORS HCM SUITE) THR85 (SUCCESSFACTORS HCM SUITE)

NEW QUESTION 10

Which can you display in the advanced information section of talent search v2? There are 2 correct answers to this question.

- * MDF Talent Pool
- * Background elements
- * Basic information
- * Ratings and Competencies

NEW QUESTION 11

When using Position Sync for Legacy Positions, if a position has an inactive incumbent, which option is/are available when syncing the model with employee data?

- * The position will be deleted
- * The position will be marked as TBH
- * The position will be marked as TBH if they have successors, otherwise Delete
- * All of the above

NEW QUESTION 12

Where in Admin Tools can you import position data when you use a Position Nomination Method? Please choose the correct answer.

- * Succession -> Position Management: import Positions
- * Update user information -> import extended user information
- * Employee Files -> Import and Export Data
- * Succession -> Position Management: Position Setup

NEW QUESTION 13

Where in Admin Tools can you add a custom field to an MDF position object?

- * Employee Files – Manage Positions
- * Company Settings – Configure Object Definitions
- * Succession – Position Management: Position Set Up
- * Employee Files – Manage Data

NEW QUESTION 14

Which nomination methods track to Be Hired or vacancy positions? There are 2 correct answers to this question.

- * Pool-Based Planning
- * Role -Permission
- * Position
- * MDF Position

NEW QUESTION 15

Your customer wants to change the order of the Risk of Loss and Impact of Loss fields In the Employee Profile. What do you do?

- * Change the order using the arrows under Admin Tools ->Configure Employee Files.
- * Change the order of fields in the Succession Data Model
- * Change the order of the fields in the Edit Org Chart configuration

- * Change the order under user Admin Tools->Matrix Grid Icon Configuration

NEW QUESTION 16

For which data import can you select the 'import by incrementally adding data' option if you use 'import Extended User information'? (2 corrects)

- * Personal Information
- * User Information
- * Background Information
- * Trend Information

NEW QUESTION 17

What information is included in the Trend Data Import template?

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

NEW QUESTION 18

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.

- * .xls
- * .txt
- * .pdf
- * .CSV

NEW QUESTION 19

Where in Admin Center can you modify the name of an Employee Profile Portlet? Please choose the correct answer.

- * Employee Files
- * Succession
- * Company Settings
- * Reporting

NEW QUESTION 20

Your Customer wants to maintain custom fields for a position within Admin Tools. What Succession Nomination Method do you select in Provisioning?

- * Enable Position management
- * MDF positions
- * True Position Hierarchy
- * Position

NEW QUESTION 21

Which succession nomination method allows the succession planner to search Positions within the Succession Org Chart? Please choose the correct answer.

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

NEW QUESTION 22

Whattype(s) of trend data can be utilized in the Matrix Grid Reports? Please choose the correct answer.

- * Competency
- * Performance
- * Potential
- * All of the above

NEW QUESTION 23

Where can ratings come from for use in the Performance-Potential (or other) Matrix? (3 corrects)

- * Imported Trend Data
- * Input on the Matrix
- * PM forms (or other assessment forms)
- * Employee Profile input

NEW QUESTION 24

Which two of these are the nomination methods for Succession Management? (2 corrects)

- * Incumbent based
- * Model based
- * Manual
- * Position based

NEW QUESTION 25

Where do you navigate within the Admin Centerto create the processes and forms utilized in Succession?

- * Performance
- * Company Settings
- * Reporting
- * Goal Management

NEW QUESTION 26

You use the MDF position Nomination Method. In miscellaneous permissions. Which Options can you select?

There are 3 correct answers to this question

- * Edit
- * Create
- * Correct
- * Insert
- * Write

NEW QUESTION 27

What actions must you complete before you assign MDF Talent Pool Miscellaneous Permission? There are 2 correct answers to this question

- * Create MDF Talent Pools in Admin Tools
- * Define the Performance-Potential Matrix Grid Report
- * Configure target population access to pools
- * Enable new MDFpool-based Succession planning in Provisioning

NEW QUESTION 28

What can you do if you use custom ratings sysOverallCustom1 and sysOverallCustom2 in the Performance-Potential Matrix Grid? (2 corrects)

- * Enter ratings directly into Live Profile.
- * Display ratings in the scorecard overview.
- * Import ratings into Live Profile using the trend data import.
- * Capture overall ratings on Performance Management forms.

NEW QUESTION 29

What Expended capabilities do the MDF TalentPools Provide for your customer? There are 2 correct answers to this question.

- * They can be viewed within Employee Profile
- * They can be associated to Variable Pay
- * Custom fields can be added with in admin tools
- * Permissions can be granted at a granular level

NEW QUESTION 30

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.

NEW QUESTION 31

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

NEW QUESTION 32

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

NEW QUESTION 33

Within Talent search v2. Which settings can be different if you switch between search roles? (2 corrects)

- * Search Fields
- * Rating Option
- * Keyword
- * Target Population

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