Free C_THR85_2411 Exam Files Verified & Correct Answers Downloaded Instantly [Q49-Q63]

Free C_THR85_2411 Exam Files Verified & Correct Answers Downloaded Instantly Instant Download C_THR85_2411 Dumps Q&As Provide PDF&Test Engine NO.49 Which Succession Management tools allow you to nominate employees to talent pools? Note There are 2 correct answers to this question.

* Succession talent card
* Development plan
* Career worksheets
* Talent Search results page

NO.50 Where in Admin Center can you export a template to create trend information data to be imported?

* Update User Information # Employee Import
* Update User Information # Import Extended User Information
* Employee Files # Import and Export Data
* Update User Information # Employee Export

NO.51 What are some of the options available in the Nomination Set Up screen within Admin Center?Note: There are 3 correct answers to this question.

* Enable ranking of successors

* Set Readiness Rating values
* Enable keyword search in
* Allow labeling nominees as Emergency Cover
* Apply target population to Talent Pool Permissions

NO.52 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.
* Enable pool-based succession planning.
* Define the Performance-Potential Matrix Grid report.
* Configure target population access to pools.
* Secure the object in Configure Object Definition.

NO.53 When filtering the matrix grid report, how can the data of a target population be restricted or narrowed?Note:

There are 2 correct answers to this question.
* By Succession Org Chart permissions
* By Succession Management and Matrix Report permissions
* By the team view or group
* By Succession Planning permissions

NO.54 How many background elements can be placed in the Succession Data Model for the matrix grid placement history portlets?
* One
* Two
* Three
* Four

NO.55 Within Role-Based Permissions which section controls the permissions to view or edit the Risk Of Loss field for People Profile?
* Succession Planners
* Employee Widgets
* Employee Data
* Sync Position Model

NO.56 Your customer wants users to be able to add nominations to MDF talent pools.Which permissions need to be granted?Note: There are 2 correct answers to this question.
* Add/edit/delete talent pool nominations
* Miscellaneous permissions to the position object
* Miscellaneous permissions to the career path object
* View talent pool nominations

NO.57 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.58 Which of the following features are available when you import background data using the Import Extended User Information feature?Note: There are 2 correct answers to this question.
* The data can include many to one data.
* The data can include a date field.
* The data CANNOT include a user ID.
* The import file includes multiple sections of data.

NO.59 Using the MDF Position-Based Nomination Method where can you maintain the Position object?
* From the Succession Data Model XML
* From the Succession Org Chart XML
* From Configure Object Definition
* From Employee Files

NO.60 In this screenshot,

```
1   <?xml version="1.0" encoding="UTF-8"?>
2   <!DOCTYPE succession-data-model PUBLIC
3   "-//SuccessFactors, Inc.//DTD Succession Data Model 1.0//EN"
4   "objective-template_4_0.dtd">
5 ▽ <succession-data-model>
6     <description>Success Factors Standard Data Model</description>
7 ▽   <standard-element id="secondManager" max-length="100" required="false" matrix-filter="false">
8       <label>Second Manager</label>
9     </standard-element>
10 ▽  <standard-element id="serviceDate" max-length="255" required="false" matrix-filter="false">
11      <label>Service Date</label>
12    </standard-element>
13 ▽  <standard-element id="reviewFreq" max-length="255" required="false" matrix-filter="false">
14      <label>Review Frequency</label>
15    </standard-element>
```

which items need to be corrected before this file will pass a validation check?

Note: There are 2 correct answers to this question.
* The max-length attribute on line 10 needs to be removed.
* The DTD reference on line 4 needs to be changed.
* The standard element id on line 7 needs to be corrected.
* The DOCTYPE tag on lines 2-4 needs to be on a single line.

NO.61 Your customer is using the MDF Position Nomination Method.

In Admin Center which of the following are permissions available for the position object in Role-Based Permissions? Note There are 3 correct answers to this question.
* Edit
* Import/Export
* Correct
* View History
* View

NO.62 Where in Admin Center can you export a template to create trend information data to be imported?
* Employee Files ? Import and Export Data
* Update User Information ? Employee Export
* Update User Information ? Import Extended User Information
* Update User Information ? Employee Import

NO.63 You use the Import Extended User Information feature within Admin Center to add background dat a. How can you verify the success of the import?
* Check Admin Center ? Company Settings.
* Check Provisioning ? Company Settings.
* Check Provisioning ? Succession Management.
* Check the e-mail that is sent to you after the import process is completed.

SAP C_THR85_2411 Exam Syllabus Topics:

TopicDetailsTopic 1- Matrix Grid Reports and Calibration: This topic focuses on creating and analyzing matrix grid reports, a critical skill for SAP consultants. It explains calibration processes in performance management and discusses interpreting data effectively from these reports, enabling data-driven decisions for talent and performance evaluations.Topic 2- Nominations: SAP consultants examine the nomination process integral to Succession Management. The section includes the criteria for selecting individuals for roles and opportunities, showcasing the tools managers can leverage to influence these decisions. This knowledge is essential for streamlining succession planning.Topic 3- Succession Org Chart and Lineage Chart: SAP consultants delve into creating organizational and lineage charts to visualize succession planning. This topic highlights the use of these charts for understanding employee relationships and career trajectories, as well as their role in strategic HR decision-making.Topic 4- Managing Clean Core: In this topic, SAP consultants explore the importance of maintaining a clean core in SAP SuccessFactors to ensure seamless system functionality. It emphasizes guidelines for configuring SuccessFactors with minimal customizations, promoting sustainable system architecture. Additionally, this section explains how a clean core simplifies upgrades and ongoing maintenance, reinforcing system efficiency.Topic 5- Position Management: SAP consultants learn about core concepts in position management within SuccessFactors, including the assignment and management of roles. This section also addresses integration with other HR modules, emphasizing how position management enhances system-wide HR operations.Topic 6- Talent Pools: This section explains the concept and significance of talent pools in succession planning. SAP consultants explore strategies for managing and developing talent pools effectively while understanding their interaction with recruitment strategies, ensuring a robust talent pipeline.Topic 7- Processes and Presentations: This section equips SAP consultants with insights into designing effective HR processes in SuccessFactors. It covers techniques for customizing user workflows and presentations to enhance usability. Furthermore, it highlights tools for data reporting and effective presentation of HR process outcomes, ensuring impactful communication.

Topic 8- Succession Data Model and People Profile: This section introduces the configuration of the succession data model, an essential competency for SAP consultants. It also explores the configuration of the People Profile for succession planning, emphasizing the relationships between various data elements to drive strategic planning.

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