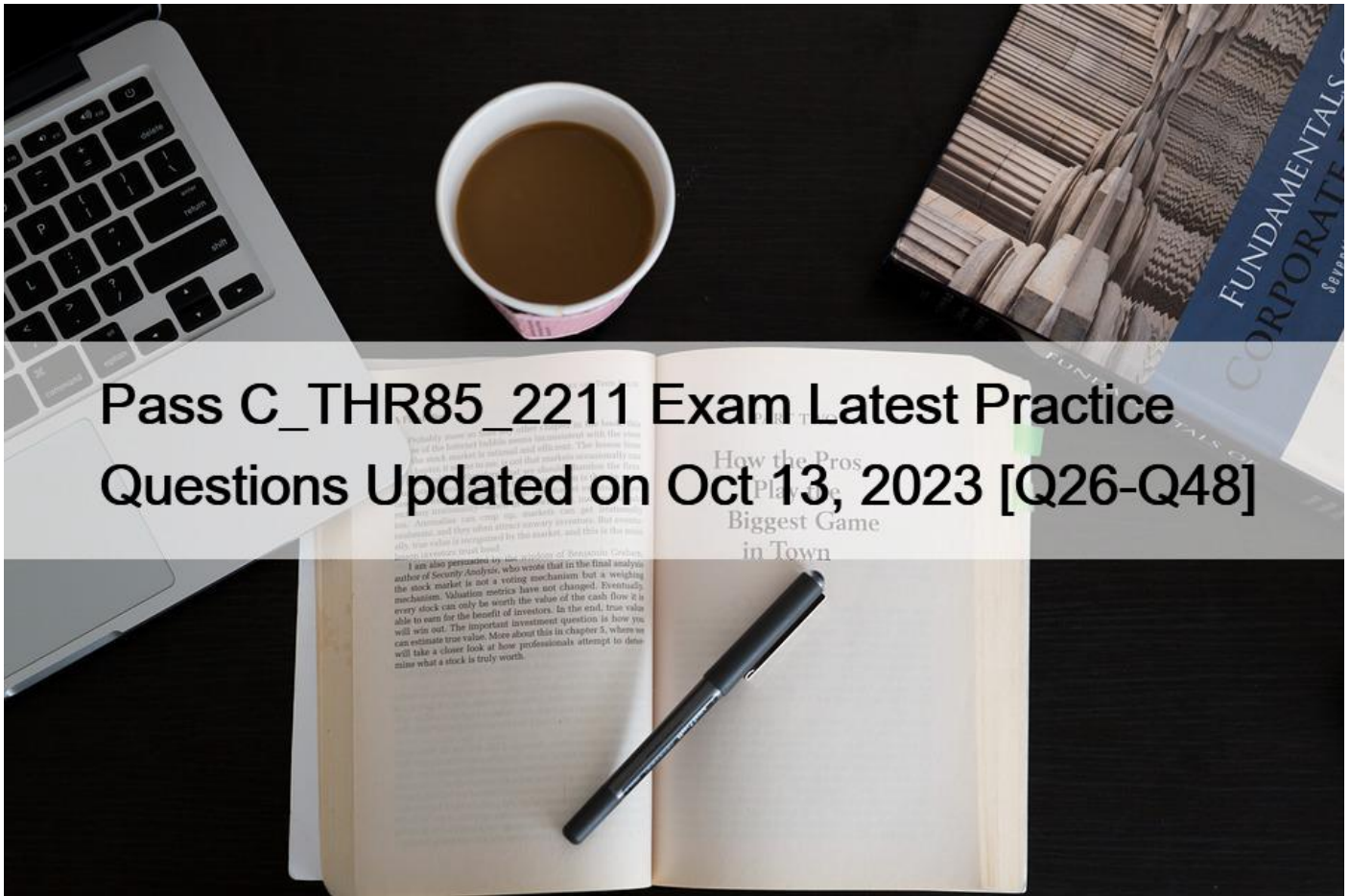# Pass C_THR85_2211 Exam Latest Practice Questions Updated on Oct 13, 2023 [Q26-Q48

Pass C_THR85_2211 Exam Latest Practice Questions Updated on Oct 13, 2023 SAP C_THR85_2211 Study Guide Archives

SAP C_THR85_2211 exam covers a variety of topics related to SuccessFactors Succession Management, including managing job families and positions, creating and managing talent pools, and configuring and managing succession data models. SAP Certified Application Associate - SAP SuccessFactors Succession Management 2H/2022 certification exam is designed to test the candidate's knowledge, skills, and abilities to use the application effectively to address real-world business challenges. C_THR85_2211 exam consists of 80 multiple choice questions and has a time limit of 180 minutes.

QUESTION 26

When do the end users see the default search fields in the Talent Search?Note: There are 2 correct ans- wers to this que-stion.
* When they use the Start Over option
* When they add users to pools from Talent Search
* When they use the Nominate option
* When they go to the Talent Search for the first time

QUESTION 27

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

QUESTION 28

Which of the following Succession Management permissions require a target population?Note: There are 3 correct ans-wers to this que-stion.
* Succession Approval
* Succession Organization Chart
* Succession Management and Matrix Reports
* Succession Planning
* Talent Search Access

QUESTION 29

Within Talent Search V2, which settings can be different if you switch between search roles?Note: There are 2 correct ans-wers to this que-stion.
* Key word
* Rating option
* Search fields
* Target population

QUESTION 30

When filtering the matrix grid report, how can the data of a target population be restricted or narrowed?Note: There are 2 correct ans-wers to this que-stion.
* By Succession Org Chart permissions
* By Succession Management and Matrix Report permissions
* By the team view or group
* By Succession Planning permissions

QUESTION 31

Which of the following are configuration options for of the Objective-Competency Matrix Report (How vs. What)?Note: There are 2 correct ans-wers to this que-stion.
* 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.

QUESTION 32

Based on the following video, which of the following configuration statements are accurate?
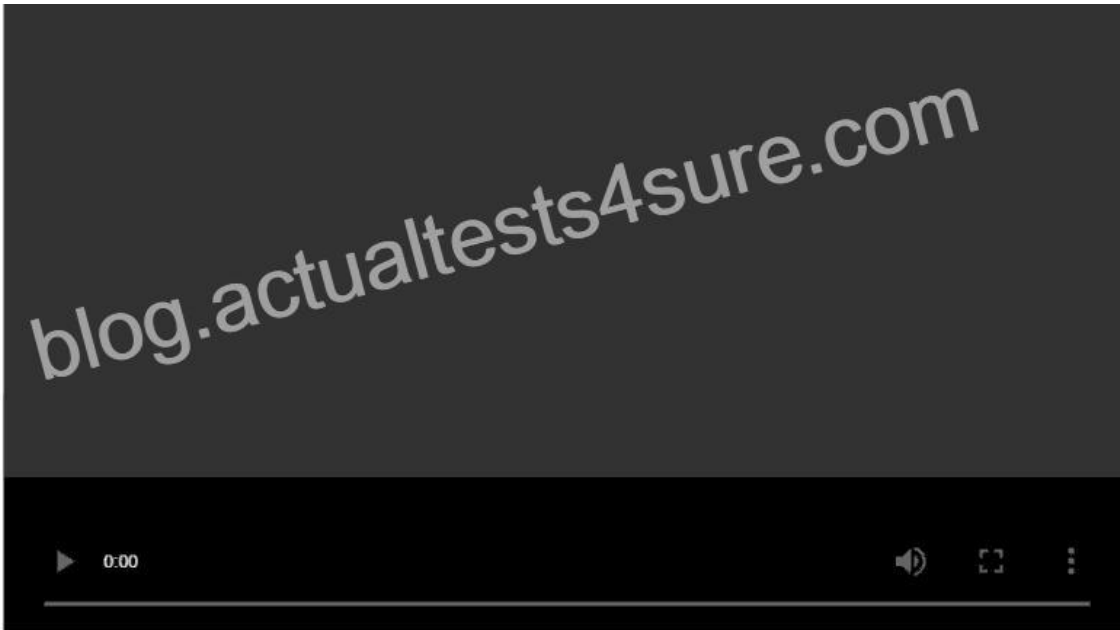
Note: There are 3 correct ans-wers to this que-stion.
* The standard element with id riskOfLoss must be present in the Succession Data Model.
* Risk of Loss is the label being used by a standard element in the Succession Data Model.
* Risk of Loss has a picklist associated with it.
* The standard element 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.

QUESTION 33

Which of the following should you consider when setting up permissions in matrix grid reports?Note:

There are 2 correct ans-wers to this que-stion.
* The maximum number of users displayed per cell can be specified.
* You need two permissions to view users in the matrix reports.
* The Matrix Report permission requires target population.
* Icon permission access can be limited for a specific role.

QUESTION 34

What options do you have to add users from the Add Population dialog in a custom profile slide?Note:

There are 2 correct ans-wers to this que-stion.
* Add a team, starting from a given manager, and include a specified number of levels.
* Import an Excel file containing a list of user IDs.
* Import a CSV file containing a list of user names.
* Select a dynamic group defined in the options under the Name menu.

QUESTION 35

Your customer is using the Legacy Position Nomination Method and the Succession Org Chart v12 (SOCv12).What options are

possible within the dropdown of the position card?Note: There are 3 correct ans-wers to this que-stion.
* Add Peer
* Hide Position
* Show Photo
* Edit Position
* More Successors

QUESTION 36

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

QUESTION 37

Which of the following standard elements are available in the Succession Data Model?Note: There are 3 correct ans-wers to this
que-stion.
* Formal Education
* Custom01 to Custom15
* Photo
* Risk of Loss
* Language Skills

QUESTION 38

Where in the Succession Data Model do you configure the label of the Department field?
* Standard Element
* View Template
* Background Element
* Scorecard

QUESTION 39

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 ans-wers to this que-stion.
* Import/Export
* Edit
* Correct
* View
* View History

QUESTION 40

How do you add filters to the Competency-Objective Matrix?
* By modifying the text option in the Org Chart XML
* By modifying the Succession Data Model
* By changing Matrix Grid Reports: Performance-Potential in Admin Center
* By changing Matrix Grid Reports: How vs. What in Admin Center

QUESTION 41

What must you do to allow a user to view the Nominate button for Talent Search V2?Note: There are 2 correct ans-wers to this que-stion.
* Select the checkbox next to the candidate’s name after performing a search.
* Change the criteria filters when viewing search results.
* Modify the Talent Search section of the Succession Data Model.
* Grant a user the appropriate permissions to nominate successors.

QUESTION 42

Which of the following is an advantage of the Position Tile view?Note: There are 2 correct ans-wers to this que-stion.
* 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.

QUESTION 43

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 ans-wers to this que-stion.
* Position Tile
* MDF Talent Pools
* Talent Search V2
* Matrix Grid Reports: How vs. What

QUESTION 44

What information can be included in a Trend Data Export file?Note: There are 3 correct ans-wers to this que-stion.
* Live profile data
* Talent flags
* Labels
* Calibration session data
* Performance form data

QUESTION 45

What trend background elements are available to use on the matrix grid report?Note: There are 2 correct ans-wers to this que-stion.
* sysScoreCardPerfHistoryPortlet
* sysOverallCustom1
* sysScoreCardSuccessorPortlet
* sysOverallCompetency

QUESTION 46

Which of the following attributes can you define for child elements in both standard elements and background elements?Note: There are 2 correct ans-wers to this que-stion.
* required
* label

* id
* lang

QUESTION 47

What information is included in the Background Data Import template?
* Employee import data
* Trend data
* Education data
* Personal information data

QUESTION 48

Which of the following activities are advantages when choosing the MDF Position Nomination Method over the legacy Position Nomination Method?Note: There are 3 correct ans-wers to this que-stion.
* You can create a succession plan for positions.
* You can keep a history of date changes made to a position object.
* You can sync positions.
* You can add custom fields to the position object.
* You can search by position within the Succession Org Chart.

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