Prepare Important Exam with C-THR85-2211 Exam Dumps(2023) [Q11-Q31
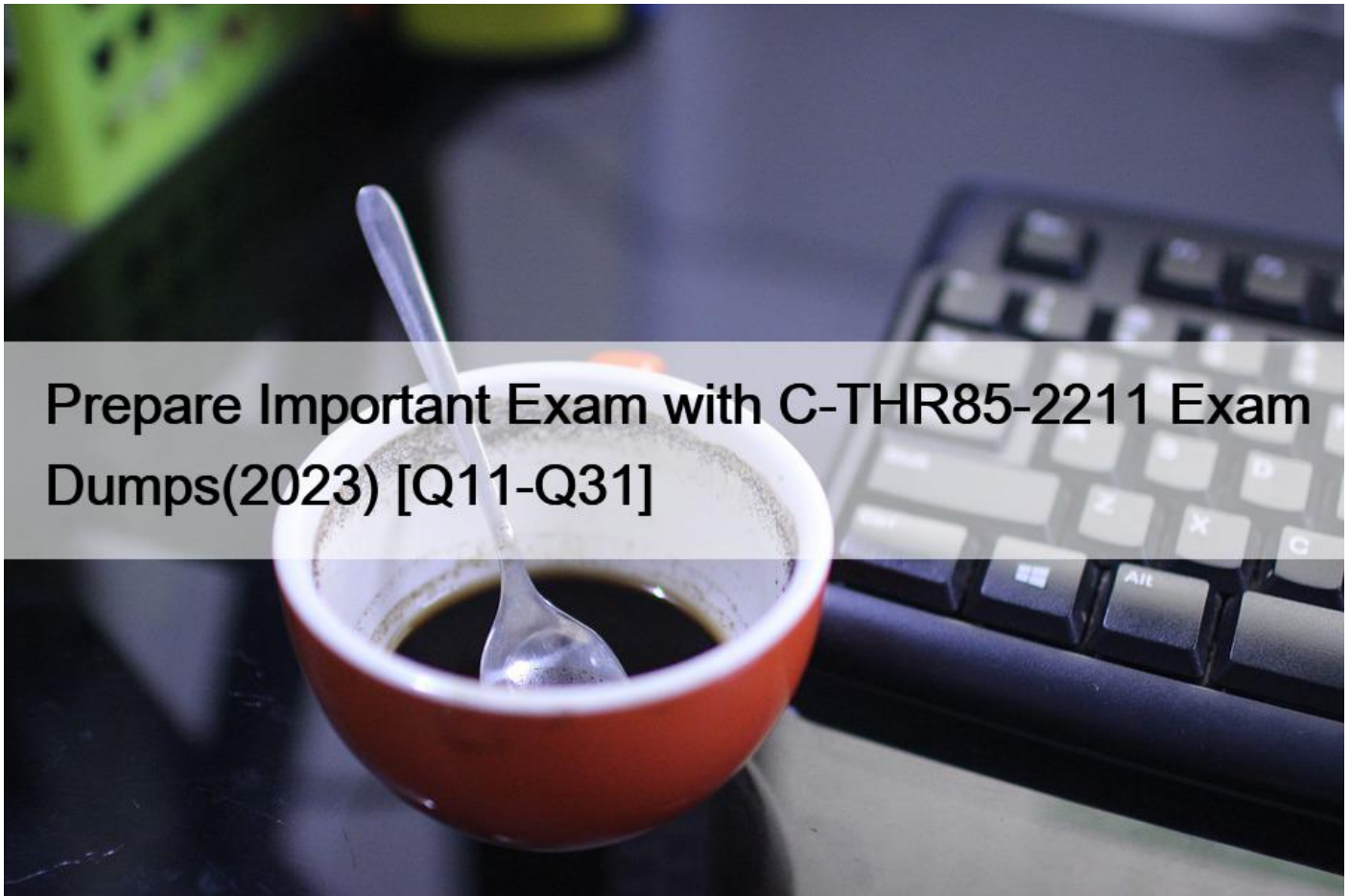

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Pass Exam Questions Efficiently With C-THR85-2211 Questions

SAP C-THR85-2211 is an associate-level certification exam that is designed for those who want to validate their skills and knowledge in SAP SuccessFactors Succession Management. The exam is based on the latest technology and industry trends, and it covers a wide range of topics including Succession Data Model, Succession Org Chart, Talent Pools, Talent Search, and more. Passing this exam demonstrates that the candidate has a good understanding of SuccessFactors Succession Management and is capable of implementing it in a real-world scenario.

NEW QUESTION 11

What types of miscellaneous permissions are supported for MDF talent pools?Note: There are 2 correct ans-wers to this que-stion.
* Object Level permission
* Succession Approval permission
* Field Level Override permission
* Succession Planning permission

NEW QUESTION 12

Your customer wants to calibrate performance and potential in a session.Which of the following are advantages in a Calibration Session that are unavailable in a Performance-Potential Matrix report?Note:

There are 2 correct ans-wers to this que-stion.

* You can display Performance and Potential in List View, Grid View or Dashboard.
* You can use a dynamic group to filter subjects in a calibration session view.
* You can access continuous performance management (CPM) to see activities and achievements.
* You can use the drag and drop functionality to change placements in the Matrix View.

NEW QUESTION 13

Which Succession Management tools allow you to nominate employees to talent pools?Note: There are

2 correct ans-wers to this que-stion.

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

NEW QUESTION 14

Which of the following features can be displayed within the Succession Org Chart v12?Note: There are 3 correct ans-wers to this que-stion.

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

NEW QUESTION 15

What is the behavior of the Export All option in Talent Search?Note: There are 2 correct ans-wers to this que-stion.

* When there are fewer than 20 results, the export triggers a job on the back end.
* There are distinct Role-Based Permissions to export all results and export only certain users.
* All results will be included even if you do NOT scroll down to the bottom of the result page.
* When there are more than 20 results, the export triggers a job on the back end.

NEW QUESTION 16

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

NEW QUESTION 17

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.

NEW QUESTION 18

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

NEW QUESTION 19

Which of the following are examples of available filter options for the matrix grid reports?Note: There are 2 correct ans-wers to this que-stion.

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

NEW QUESTION 20

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.

NEW QUESTION 21

When utilizing the Succession Org Chart v12 and the Lineage Chart, what must you do to display Succession Planning data (for example, Talent Information, Formal Education)?
* Configure a talent card.
* Create talent searches.
* Modify matrix grid rating scales.
* Change Matrix Grid Reports: Performance-Potential

NEW QUESTION 22

What category ID is used in the Matrix Classifier XML to enable retirement eligibility?
* dateOfBirth
* retirementDate

* hireDate
* startDate

NEW QUESTION 23

Where are the Lineage Chart V12 icons configured?
* Admin Center ? Succession Settings
* Admin Center ? Matrix grid icon configuration
* Provisioning ? Edit Org Chart configuration
* Provisioning ? Edit Matrix Grid Classifier configuration

NEW QUESTION 24

Your customer wants to change the order of the Risk of Loss and Impact of Loss fields in People Profile.What do you do?
* Change the order of the fields in the Succession Data Model.
* Change the order using the arrows in Configure People Profile.
* Change the order in Matrix grid report icon configuration.
* Change the order of the fields in the Edit Org Chart configuration.

NEW QUESTION 25

What are the attributes of a talent card?Note: There are 2 correct ans-wers to this que-stion.
* The layout can be configured in Manage Templates.
* The layout can be configured in Provisioning.
* Many background elements can be included.
* Nominations can be reviewed.

NEW QUESTION 26

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

NEW QUESTION 27

Your customer wants to maintain 10 custom fields for a position within Configure Object Definitions.What succession nomination method do you select in Provisioning?
* Role-person
* Role
* MDF position
* Position

NEW QUESTION 28

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.

NEW QUESTION 29

What expanded capabilities do talent pools provide to customers?Note: There are 2 correct ans-wers to this que-stion.
* They can be viewed in the talent card.
* They can be associated to roles in Manage Job Roles.
* They can be viewed within Recruiting.
* They can be associated in Manage Competencies

NEW QUESTION 30

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

NEW QUESTION 31

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

To prepare for the C-THR85-2211 exam, SAP recommends that candidates attend the SAP SuccessFactors Succession Management Academy, which provides in-depth training on the SuccessFactors Succession Management solution. In addition, candidates can also access SAP's online learning platform, which offers a variety of training materials, including videos, e-learning modules, and practice exams.

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