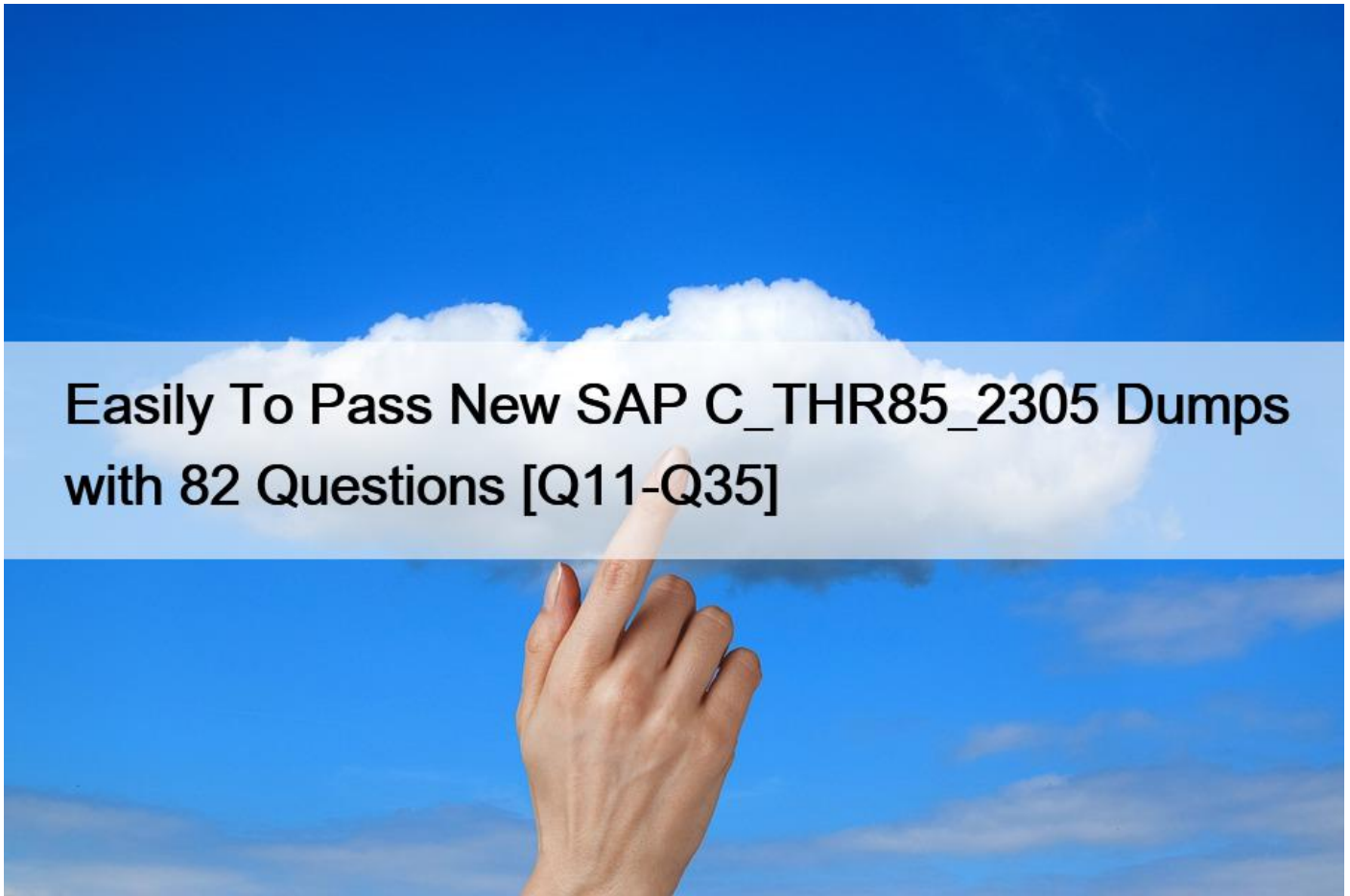


## Easily To Pass New SAP C\_THR85\_2305 Dumps with 82 Questions [Q11-Q35]



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**NO.11** Which of the following attributes can you define for child elements in both standard elements and background elements? Note: There are 2 correct answers to this question.

- \* required
- \* label
- \* id
- \* lang

**NO.12** 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.13** What types of miscellaneous permissions are supported for MDF talent pools? Note: There are 2 correct answers to this

que-stion.

- \* Object Level permission
- \* Succession Approval permission
- \* Field Level Override permission
- \* Succession Planning permission

**NO.14** What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

- \* dateOfBirth
- \* retirementDate
- \* hireDate
- \* startDate

**NO.15** What are the prerequisites for a background element to be visible in People Profile?Note: There are 2 correct answers to this question.

- \* The element is added under Admin Center Configure People Profile.
- \* A picklist is created under Admin Center Picklist Center.
- \* The element is listed in the <view-template id=&#8221;talentSearch&#8221;> section of the data model.
- \* Permissions are granted under Admin Center Set User Permissions.

**NO.16** 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

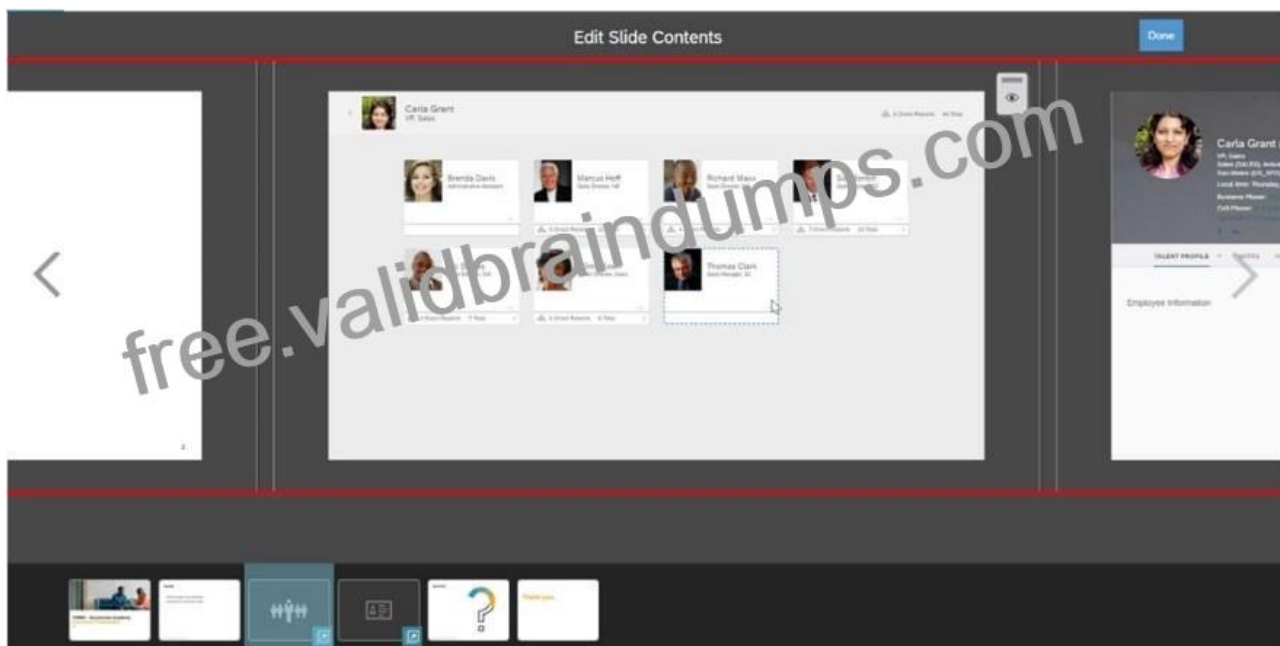
**NO.17** What happens when the visibility of a field is set to &#8220;none&#8221; for a background element in the Succession Data Model?

- \* This field is visible neither in People Profile nor in Talent Search.
- \* This field is visible in People Profile but NOT in Talent Search.
- \* This field is visible in both People Profile and in Talent Search.
- \* This field is NOT visible in People Profile but it is visible in Talent Search.

**NO.18** 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.19** 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.20** 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.21** Which of the following tools allow you to back up a Succession Data Model? Note: There are 2 correct answers to this question.

- \* Action Search -> Export Succession Data Model
- \* Action Search -> Manage Business Configuration
- \* Provisioning -> Succession Management Import/Export Data Model
- \* Action Search -> Succession Settings

**NO.22** 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.

- \* Import/Export
- \* View
- \* Edit
- \* View History
- \* Correct

**NO.23** 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.24** 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.25** Where can you import ratings for the trend elements?

- \* Import Employee Data
- \* Import Foundation Data
- \* Import Extended User Information
- \* Import and Export Data

**NO.26** Where can you import position data? Note: There are 2 correct answers to this question.

- \* Succession Position Management Import Positions
- \* Employee Files Import and Export Data
- \* Employee Files Manage Data
- \* Employee Files Manage Positions

**NO.27** 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.28** 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.

**NO.29** Where can you find the "exclude granted users from having the permission access to themselves" option?

- \* Admin Center Manage Permission Roles
- \* Admin Center Nomination Setup
- \* Provisioning Company Settings
- \* Admin Center Succession Settings

**NO.30** Your customer would like to configure the icons within the Succession talent card. Where can these changes be made?

- \* Edit Matrix Grid Report Icon Configuration
- \* Manage Talent Card
- \* Succession Settings
- \* Edit Org Chart Configuration

**NO.31** 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.

**NO.32** 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

**NO.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.

**NO.34** 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.35** How can you access the Talent Search tool?Note: There are 2 correct ans-wers to this que-stion.

- \* From the talent pool nominee page
- \* From a link in the Succession Org Chart
- \* From a subtab under Succession
- \* From the Nomination block in the profile

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