

## SAP.C\_THR85\_2305.v2024-04-29.q29

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### NEW QUESTION: 1

Where do you go to configure the retirement eligibility functionality?Note: There are 2 correct answers to this question.

- A. Admin Center Reporting and Analytics
- B. Provisioning Edit Org Chart configuration
- C. Admin Center Succession
- D. Provisioning Edit Matrix Classifier configuration in Provisioning

**Answer: C,D (LEAVE A REPLY)**

### NEW QUESTION: 2

Which of the nomination methods track To Be Hired or vacant positions?Note: There are 2 correct answers to this question.

- A. Pool-Based Planning
- B. Role-Person
- C. MDF Position
- D. Position

**Answer: C,D (LEAVE A REPLY)**

### NEW QUESTION: 3

Within Talent Search V2, which settings can be different if you switch between search roles?Note: There are 2 correct answers to this question.

- A. Rating option
- B. Search fields
- C. Target population

D. Key word

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 4**

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.

- A. The data can include many to one data.
- B. The import file includes multiple sections of data.
- C. The data CANNOT include a user ID.
- D. The data can include a date field.

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 5**

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.

- A. required
- B. label
- C. lang
- D. id

Answer: C,D ([LEAVE A REPLY](#))

**NEW QUESTION: 6**

What options do you have to add users from the Add Population dialog in a custom profile slide? Note: There are 2 correct answers to this question.

- A. Import a CSV file containing a list of user names.
- B. Add a team, starting from a given manager, and include a specified number of levels.
- C. Select a dynamic group defined in the options under the Name menu.
- D. Import an Excel file containing a list of user IDs.

Answer: A,B ([LEAVE A REPLY](#))

**NEW QUESTION: 7**

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.

- A. Correct
- B. Edit
- C. View
- D. Import/Export
- E. View History

Answer: A,D,E ([LEAVE A REPLY](#))

**NEW QUESTION: 8**

What actions must you complete before you assign talent pool permissions?Note: There are 3 correct answers to this question.

- A. Ensure generic objects are activated.
- B. Enable pool-based succession planning.
- C. Configure target population access to pools.
- D. Secure the object in Configure Object Definition.
- E. Define the Performance-Potential Matrix Grid report.

**Answer: A,B,D ([LEAVE A REPLY](#))**

**NEW QUESTION: 9**

Which of the following is an advantage of the Position Tile view?Note: There are 2 correct answers to this question.

- A. It can be used as an alternative to the Succession Org Chart.
- B. Picklist fields CANNOT be made searchable for the Position Tile view.
- C. It is available for both Legacy and MDF Position Nomination Methods.
- D. It allows users to search, and filter based on position attributes.

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 10**

Which of the following Succession Management permissions require a target population?Note: There are 3 correct answers to this question.

- A. Succession Organization Chart
- B. Succession Approval
- C. Succession Management and Matrix Reports
- D. Talent Search Access
- E. Succession Planning

**Answer: B,C,E ([LEAVE A REPLY](#))**

**NEW QUESTION: 11**

Which of the following are examples of available filter options for the matrix grid reports?Note: There are 2 correct answers to this question.

- A. userinfo-element with matrix-filter="true"
- B. impactOfLoss
- C. Department
- D. Custom fields, from custom01 to custom15

**Answer: C,D ([LEAVE A REPLY](#))**

**NEW QUESTION: 12**

Which of the following standard elements are available in the Succession Data Model?Note: There are 3 correct answers to this question.

- A. Risk of Loss
- B. Language Skills
- C. Custom01 to Custom15
- D. Formal Education
- E. Photo

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 13**

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

- A. Position
- B. Role-person
- C. Role
- D. MDF position

**Answer:** D ([LEAVE A REPLY](#))

**NEW QUESTION: 14**

When do the end users see the default search fields in the Talent Search? Note: There are 2 correct answers to this question.

- A. When they add users to pools from Talent Search
- B. When they go to the Talent Search for the first time
- C. When they use the Start Over option
- D. When they use the Nominate option

**Answer:** A,B ([LEAVE A REPLY](#))

**NEW QUESTION: 15**

What can a user accomplish using the eye icon on the screen shown here?



Note: There are 2 correct answers to this question.

- A. Show or hide one or more direct reports.
- B. Show or hide the slide.
- C. Show or hide hotspots.
- D. Show or hide all direct reports.

Answer: A,D ([LEAVE A REPLY](#))

#### NEW QUESTION: 16

How can you access the Talent Search tool? Note: There are 2 correct answers to this question.

- A. From a link in the Succession Org Chart
- B. From the Nomination block in the profile
- C. From a subtab under Succession
- D. From the talent pool nominee page

Answer: A,C ([LEAVE A REPLY](#))

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#### NEW QUESTION: 17

In which Succession tools can you use processes created in Processes and Forms? Note: There are 2 correct answers to this question.

- A. Position Tile view
- B. MDF talent pools
- C. Talent Search
- D. Matrix grid reports

**Answer: A,D (LEAVE A REPLY)**

### NEW QUESTION: 18

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 answers to this question.

- A. Position Tile
- B. Matrix Grid Reports: How vs. What
- C. Talent Search V2
- D. MDF Talent Pools

**Answer: B,C (LEAVE A REPLY)**

### NEW QUESTION: 19

What can a user do in the Edit Slide Contents area?



Note: There are 3 correct answers to this question.

- A. Add or delete a new live slide.
- B. Reorder slides in the presentation.
- C. Add information to People Profile.
- D. Identify live slides in the presentation.
- E. Add or delete a new hotspot.

**Answer: A,B,E ([LEAVE A REPLY](#))**

**NEW QUESTION: 20**

Where do you enable the nomination history for the Succession Org Chart?

- A. Provisioning > Import/Export Data Model
- B. Admin Center > Succession Settings
- C. Admin Center > Org Chart Configuration
- D. Provisioning > Company Settings

**Answer: C ([LEAVE A REPLY](#))**

**NEW QUESTION: 21**

Where in the Succession Data Model do you configure the label of the Department field?

- A. View Template
- B. Standard Element
- C. Background Element
- D. Scorecard

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 22**

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 answers to this question.

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

**Answer: A,B ([LEAVE A REPLY](#))**

**NEW QUESTION: 23**

How many background elements can be placed in the Succession Data Model for the matrix grid placement history portlets?

- A. Four
- B. Two
- C. One
- D. Three

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 24**

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.

- A. Miscellaneous permissions to the position object
- B. Add/edit/delete talent pool nominations
- C. View talent pool nominations
- D. Miscellaneous permissions to the career path object

**Answer: B,D ([LEAVE A REPLY](#))**

**NEW QUESTION: 25**

Which of the following features can be displayed within the Succession Org Chart v12?Note: There are 3 correct answers to this question.

- A. Performance forms
- B. Position Tile
- C. Development goals
- D. Talent pool nominations
- E. Multi-incumbent positions

**Answer: C,D,E ([LEAVE A REPLY](#))**

**NEW QUESTION: 26**

What are the differences between the MDF Position and the Legacy Position nomination methods?Note: There are 2 correct answers to this question.

- A. You can import successors.
- B. You can set permissions on the position object.
- C. You can use MDF talent pools.
- D. You can use effective dating.

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 27**

Where can you import ratings for the trend elements?

- A. Import and Export Data
- B. Import Extended User Information
- C. Import Foundation Data
- D. Import Employee Data

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 28**

What information is included in the Background Data Import template?

- A. Trend data
- B. Personal information data
- C. Employee import data
- D. Education data

**Answer: D ([LEAVE A REPLY](#))**

**NEW QUESTION: 29**

Which of the following allows you to add external candidates into the Succession Org Chart v12 within Succession Management?

- A. People Profile
- B. Recruiting Management
- C. Onboarding
- D. Career Development Planning

**Answer: B (LEAVE A REPLY)**

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