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**Exam** : **C\_THR85\_2205**

**Title** : Certified Application Associate  
- SAP SuccessFactors  
Succession Management  
1H/2022

**Vendor** : SAP

**Version** : DEMO

**NO.1** What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

- A. dateOfBirth
- B. retirementDate
- C. startDate
- D. hireDate

**Answer:** B

**NO.2** How many background elements can be placed in the Succession Data Model for the matrix grid placement history portlets?

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

**Answer:** D

**NO.3** Your customer currently uses the Position Nomination Method. This customer has decided to migrate to the MDF Position Nomination Method. What action do you need to perform in Admin Center before the customer generates the position model?

- A. Import the legacy position file.
- B. Define the nomination object.
- C. Define matrix grid report icons.
- D. Ensure a position object is defined.

**Answer:** D

**NO.4** What information can be included in a Trend Data Export file?Note: There are 3 correct answers to this question.

- A. Labels
- B. Calibration session data
- C. Performance form data
- D. Talent flags
- E. Live profile data

**Answer:** B,C,E

**NO.5** What must you do to allow a user to view the Nominate button for Talent Search V2?Note: There are 2 correct answers to this question.

- A. Grant a user the appropriate permissions to nominate successors.
- B. Select the checkbox next to the candidate's name after performing a search.
- C. Modify the Talent Search section of the Succession Data Model.
- D. Change the criteria filters when viewing search results.

**Answer:** A,B

**NO.6** 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)?

- A. Create talent searches.
- B. Modify matrix grid rating scales.
- C. Change Matrix Grid Reports: Performance-Potential
- D. Configure a talent card.

**Answer:** A,D

**NO.7** What is the behavior of the Export All option in Talent Search?Note: There are 2 correct answers to this question.

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

**Answer:** A,D

**NO.8** Based on the following video, which of the following configuration statements are accurate?



Note: There are 3 correct answers to this question.

- A. Risk of Loss is the label being used by a standard element in the Succession Data Model.
- B. The standard element with id riskOfLoss must be present in the Succession Data Model.
- C. Risk of Loss has a picklist associated with it.
- D. The standard element with id riskOfLoss may be present in the Succession Data Model.
- E. The standard element with label Risk of Loss must be set as editable in the Succession Data Model.

**Answer:** A,B,C