

SAP C_THR85_2405

**SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Succession Management**

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Topic: 1

Succession Data Model and People Profile

Question: 1

Where in Admin Center can you export a template to create trend information data to be imported?

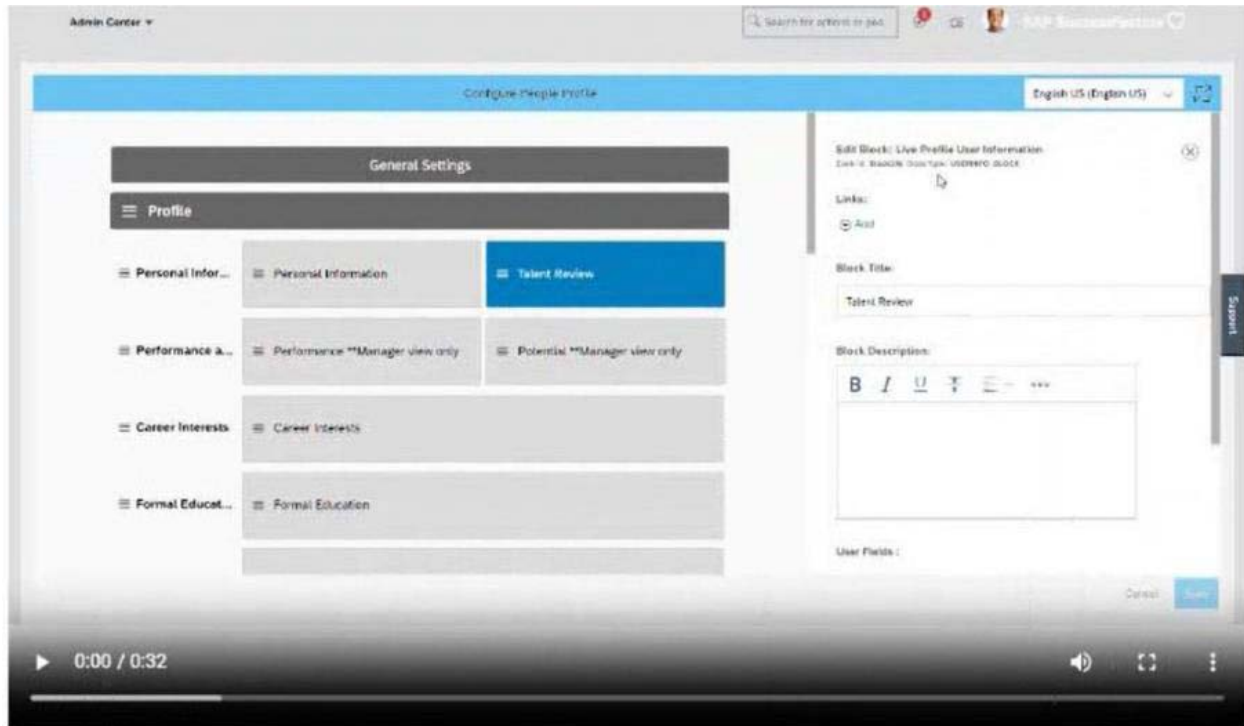
- A. Employee Files → Import and Export Data
- B. Update User Information → Employee Export
- C. Update User Information → Import Extended User Information
- D. Update User Information → Employee Import

Answer: C

Succession Data Model and People Profile

Question: 2

Based on the following video which of the following configuration statements are accurate?



Note there are 3 correct answers to this question.

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

Answer: B, C, E

Succession Data Model and People Profile

Question: 3

Which of the following are trend elements? Note There are 3 correct answers to this question.

- A. Reason for leaving
- B. Risk of Loss
- C. sysOverallCustom1
- D. sysOverall Performance
- E. Potential

Answer: C, D, E

Succession Data Model and People Profile

Question: 4

You use the Import Extended User Information feature within Admin Center to add background data. How can you verify the success of the import?

- A. Check Admin Center → Company Settings.
- B. Check Provisioning → Company Settings.
- C. Check Provisioning → Succession Management.
- D. Check the e-mail that is sent to you after the import process is completed.

Answer: D

Succession Data Model and People Profile

Question: 5

Within Role-Based Permissions which section controls the permissions to view or edit the Risk Of Loss field for People Profile?

- A. Succession Planners
- B. Employee Widgets
- C. Employee Data
- D. Sync Position Model

Answer: C

Succession Data Model and People Profile

Question: 6

In this screenshot which items need to be corrected before this file will pass a validation check?

```
1 <?xml version="1.0" encoding="UTF-8"?>
2 <!DOCTYPE succession-data-model PUBLIC
3 "-//SuccessFactors, Inc.//DTD Succession Data Model 1.0//EN"
4 "objective-template_4_0.dtd">
5 <succession-data-model>
6   <description>Success Factors Standard Data Model</description>
7   <standard-element id="second Manager" max-length="100" required="false" matrix-filter="false">
8     <label>Second Manager</label>
9   </standard-element>
10  <standard-element id="serviceDate" max-length="255" required="false" matrix-filter="false">
11    <label>Service Date</label>
12  </standard-element>
13  <standard-element id="reviewFreq" max-length="255" required="false" matrix-filter="false">
14    <label>Review Frequency</label>
15  </standard-element>
```

Note there are 2 correct answers to this question.

- A. The DOCTYPE tag on lines 2-4 needs to be on a single line.

- B. The DTD reference on line 4 needs to be changed.
- C. The max-length attribute on line 10 needs to be removed.
- D. The standard element id on line 7 needs to be corrected.

Answer: B, C

Succession Data Model and People Profile

Question: 7

What information is included in the Background Data Import template?

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

Answer: B

Succession Data Model and People Profile

Question: 8

Which of the following values are included in the Personal Information Import template? Note There are 2 correct answers to this question.

- A. Manager
- B. Risk of loss
- C. Impact of loss
- D. Language skills

Answer: B, C

Succession Data Model and People Profile

Question: 9

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

Answer: C, D

Succession Data Model and People Profile

Question: 10

Which of the following tools allow you to back up a Succession Data Model? Note There are 2 correct answers to this question.

- A. Action Search -> Succession Settings
- B. Provisioning -> Succession Management Import/Export Data Model
- C. Action Search -> Export Succession Data Model
- D. Action Search -> Manage Business Configuration

Answer: B, C

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