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**Exam** : **C\_THR85\_2211**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors Succession  
Management 2H/2022

**Version** : DEMO

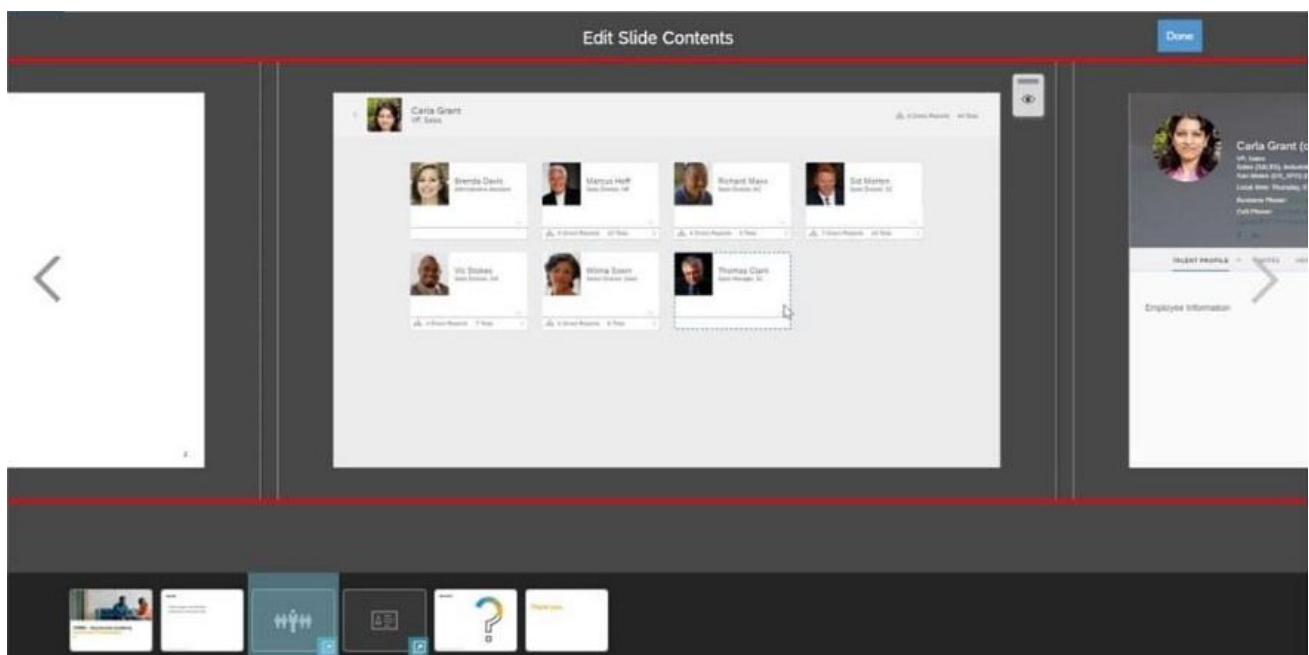
1.What are the differences between the MDF Position and the Legacy Position nomination methods?

Note: There are 2 correct answers to this question.

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

**Answer:** B,C

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

**Answer:** C,D

3.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

4.What is the main purpose of the Lineage Chart tool?

- A. To display the downstream impact of succession planning in the Succession Org Chart
- B. To show the downstream impact of succession planning on internal and external nominations
- C. To show the downstream impact of succession planning on internal nominations

D. To show the hierarchy of the organization

**Answer: A**

5. 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. Matrix grid reports
- C. Talent Search
- D. MDF talent pools

**Answer: A,B**