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Updated SAP C-THR85-2311 Dumps – Check Free C-THR85-2311 Exam Dumps (2024) Updated C-THR85-2311 exam with SAP Real Exam Questions QUESTION 49

Which of the following Provisioning settings must you enable to use the MDF Position Nomination Method?Note: There are 2 correct ans-wers to this que-stion.

* Matrix Grid Report (9-Box)
* Enable Generic Objects
* Enable Position Management
* True Position Hierarchy

QUESTION 50

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

QUESTION 51

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

* Employee Data
* Employee Widgets
* Sync Position Model
* Succession Planners

QUESTION 52

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

Note: There are 3 correct ans-wers to this que-stion.

* Identify live slides in the presentation.
* Add or delete a new live slide.
* Reorder slides in the presentation.
* Add information to People Profile.
* Add or delete a new hotspot.

QUESTION 53

What is the behavior of the Export All option in Talent Search?Note: There are 2 correct ans-wers to this que-stion.

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

QUESTION 54

What attribute do you add to the Department field in the data model to convert text fields to dropdown lists in Talent Search?

* text=”false”
* matrix-filter=”true”
* pre-populate=”true”
* drop-down=”true”

QUESTION 55

Within Talent Search V2, which settings can be different if you switch between search roles?Note: There are 2 correct ans-wers to this que-stion.

* Key word
* Rating option
* Search fields
* Target population

QUESTION 56

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)?

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

QUESTION 57

Which of the following tools allow you to back up a Succession Data Model?Note: There are 2 correct ans-wers to this que-stion.

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

QUESTION 58

Which of the following tasks must you perform to make a standard element visible in People Profile?Note:

There are 2 correct ans-wers to this que-stion.
* Add the standard element to the XML within the Edit Org Chart configuration.
* Add the standard element to the <view id=’TalentSearch”‘ template=””> in the Succession Data Model.
* Add the standard element to a portlet on People Profile.
* Grant view permissions to the standard element.

QUESTION 59

What are the differences between the MDF Position and the Legacy Position nomination methods?Note: There are 2 correct ans-wers to this que-stion.
* You can import successors.
* You can use effective dating.

* You can set permissions on the position object.
* You can use MDF talent pools.

QUESTION 60

Which of the following standard elements are available in the Succession Data Model?Note: There are 3 correct ans-wers to this que-stion.
* Formal Education
* Custom01 to Custom15
* Photo
* Risk of Loss
* Language Skills

QUESTION 61

When do the end users see the default search fields in the Talent Search?Note: There are 2 correct ans-wers to this que-stion.
* When they use the Start Over option
* When they add users to pools from Talent Search
* When they use the Nominate option
* When they go to the Talent Search for the first time

QUESTION 62

Where can you configure the Performance-Potential Matrix Grid icons?Note: There are 2 correct ans-wers to this que-stion.
* Provisioning
* User data file
* Matrix grid reports
* Admin Center

QUESTION 63

Using the Legacy Position-Based Nomination Method, where can fields be added for the Position dialog?
* From the Succession Data Model XML
* From Configure Object Definition
* From the Succession Org Chart XML
* From Employee Files

QUESTION 64

How many background elements can be placed in the Succession Data Model for the matrix grid placement history portlets?
* One
* Two
* Three
* Four

QUESTION 65

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

* Role
* MDF position
* Position

QUESTION 66

Where do you enable the nomination history for the Succession Org Chart?
* Admin Center > Succession Settings
* Provisioning > Import/Export Data Model
* Admin Center > Org Chart Configuration
* Provisioning > Company Settings

QUESTION 67

Where do you go to configure the retirement eligibility functionality?Note: There are 2 correct ans-wers to this que-stion.
* Provisioning Edit Org Chart configuration
* Provisioning Edit Matrix Classifier configuration in Provisioning
* Admin Center Reporting and Analytics
* Admin Center Succession

QUESTION 68

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.

QUESTION 69

Which of the following are examples of available filter options for the matrix grid reports?Note: There are 2 correct ans-wers to this que-stion.
* Custom fields, from custom01 to custom15
* Department
* userinfo-element with matrix-filter=”true”
* impactOfLoss

QUESTION 70

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 ans-wers to this que-stion.
* Add/edit/delete talent pool nominations
* Miscellaneous permissions to the position object
* Miscellaneous permissions to the career path object
* View talent pool nominations

QUESTION 71

Where are the Lineage Chart V12 icons configured?

* Admin Center Succession Settings
* Admin Center Matrix grid icon configuration
* Provisioning Edit Org Chart configuration
* Provisioning Edit Matrix Grid Classifier configuration

QUESTION 72

Which of the following attributes can you define for child elements in both standard elements and background elements?Note: There are 2 correct ans-wers to this que-stion.
* required
* label
* id
* lang

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