

SAP.C_THR85_2211.v2023-07-25.q27

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NEW QUESTION: 1

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

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

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

NEW QUESTION: 2

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

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

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

NEW QUESTION: 3

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

D. Check Provisioning → Succession Management.

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

NEW QUESTION: 4

In this screenshot,

```
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>
```

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

Note: There are 2 correct answers to this question.

- A. The max-length attribute on line 10 needs to be removed.
- B. The DOCTYPE tag on lines 2-4 needs to be on a single line.
- C. The standard element id on line 7 needs to be corrected.
- D. The DTD reference on line 4 needs to be changed.

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

NEW QUESTION: 5

Which of the following features can be displayed within the Succession Org Chart v12? Note:

There are 3 correct answers to this question.

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

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

NEW QUESTION: 6

What types of miscellaneous permissions are supported for MDF talent pools? Note: There are 2 correct answers to this question.

- A. Field Level Override permission
- B. Succession Approval permission
- C. Object Level permission
- D. Succession Planning permission

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

NEW QUESTION: 7

How do you add filters to the Competency-Objective Matrix?

- A. By changing Matrix Grid Reports: Performance-Potential in Admin Center
- B. By changing Matrix Grid Reports: How vs. What in Admin Center
- C. By modifying the Succession Data Model
- D. By modifying the text option in the Org Chart XML

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

Where can you import position data?Note: There are 2 correct answers to this question.

- A. Succession → Position Management Import Positions
- B. Employee Files → Manage Positions
- C. Employee Files → Import and Export Data
- D. Employee Files → Manage Data

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

NEW QUESTION: 9

What expanded capabilities do talent pools provide to customers?Note: There are 2 correct answers to this question.

- A. They can be associated in Manage Competencies
- B. They can be viewed within Recruiting.
- C. They can be associated to roles in Manage Job Roles.
- D. They can be viewed in the talent card.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

Your customer wants to modify an existing MDF record.Where can this be changed in Admin Center?

- A. Position Management: Position Setup
- B. Manage Positions
- C. Manage Data
- D. Configure People Profile

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

Where can you select the option to exclude a succession planner from seeing themselves within a succession plan?

- A. Nominations Setup
- B. Talent Search Settings
- C. Succession Settings

D. Org Chart Configuration

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

NEW QUESTION: 12

Where do you enable the option to rank successors?

- A. Provisioning → Import/Export Data Model**
- B. Admin Center → Nomination Setup**
- C. Provisioning → Edit Org Chart Configuration**
- D. Admin Center → Org Chart Configuration**

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

NEW QUESTION: 13

Which of the following activities are advantages when choosing the MDF Position Nomination Method over the legacy Position Nomination Method?Note: There are 3 correct answers to this question.

- A. You can search by position within the Succession Org Chart.**
- B. You can create a succession plan for positions.**
- C. You can keep a history of date changes made to a position object.**
- D. You can add custom fields to the position object.**
- E. You can sync positions.**

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

NEW QUESTION: 14

What category ID is used in the Matrix Classifier XML to enable retirement eligibility?

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

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

NEW QUESTION: 15

Which Succession Management tools allow you to nominate employees to talent pools?Note: There are

2 correct answers to this question.

- A. Development plan**
- B. Succession talent card**
- C. Talent Search results page**
- D. Career worksheets**

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

Which of the following are configuration options for of the Objective-Competency Matrix Report (How vs. What)?Note: There are 2 correct answers to this question.

- A. Report access is controlled by its own permission in Role-Based Permissions.
- B. Report access is controlled by its own provisioning switch.
- C. This report CANNOT have custom weights.
- D. This report shares the icon configuration with the Performance-Potential Matrix Report.

Answer: B,D (LEAVE A REPLY)

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NEW QUESTION: 17

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

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 18

What are the prerequisites for a background element to be visible in People Profile?Note: There are 2 correct answers to this question.

- A. Permissions are granted under Admin Center → Set User Permissions.
- B. The element is added under Admin Center → Configure People Profile.
- C. A picklist is created under Admin Center → Picklist Center.
- D. The element is listed in the <view-template id="talentSearch"> section of the data model.

Answer: (SHOW ANSWER)

NEW QUESTION: 19

Your customer wants to change the order of the Risk of Loss and Impact of Loss fields in People Profile.What do you do?

- A. Change the order of the fields in the Succession Data Model.
- B. Change the order of the fields in the Edit Org Chart configuration.
- C. Change the order in Matrix grid report icon configuration.

D. Change the order using the arrows in Configure People Profile.

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

NEW QUESTION: 20

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

Your customer is using the Legacy Position Nomination Method and the Succession Org Chart v12 (SOCv12). What options are possible within the dropdown of the position card? Note: There are 3 correct answers to this question.

- A.** More Successors
- B.** Edit Position
- C.** Hide Position
- D.** Add Peer
- E.** Show Photo

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

NEW QUESTION: 22

Where can you find the "exclude granted users from having the permission access to themselves" option?

- A.** Admin Center → Succession Settings
- B.** Admin Center → Manage Permission Roles
- C.** Provisioning → Company Settings
- D.** Admin Center → Nomination Setup

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

NEW QUESTION: 23

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

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

NEW QUESTION: 24

Which of the following should you consider when setting up permissions in matrix grid reports?

Note:

There are 2 correct answers to this question.

- A. The Matrix Report permission requires target population.
- B. The maximum number of users displayed per cell can be specified.
- C. You need two permissions to view users in the matrix reports.
- D. Icon permission access can be limited for a specific role.

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

NEW QUESTION: 25

Which of the following standard elements are available in the Succession Data Model?Note:

There are 3 correct answers to this question.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

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. Configure a talent card.
- D. Change Matrix Grid Reports: Performance-Potential

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

NEW QUESTION: 27

Which of the following are calibration options specific to Succession Management?Note: There are 3 correct answers to this question.

- A. You can include talent flags in a calibration template.
- B. You can pull succession icons from the Succession Matrix Report.
- C. You can pull succession icons from the Succession Org Chart.
- D. You can edit MDF Positions from a calibration session.
- E. You can add succession nominations from a calibration session.

Answer: ([SHOW ANSWER](#))

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