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SAP C-THR95-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Configuring SAP SuccessFactors Career Development Planning: This section of the exam measures skills of SAP Consultants and covers the basic configuration of Career Development Planning. It includes foundational system setup steps required to enable development planning features and ensure integration with the broader SuccessFactors suite.
Topic 2	<ul style="list-style-type: none">Enabling Development Goal Plans: This section of the exam assesses the abilities of Talent Development Specialists in setting up and managing development goal plans. It includes creating goal templates, setting permissions, and aligning development planning with performance and growth objectives.
Topic 3	<ul style="list-style-type: none">Creating Mentoring Programs: This section of the exam assesses the ability of SAP Consultants to create and configure mentoring programs. It includes setting criteria, workflows, and matching logic for connecting mentors and mentees as part of development initiatives.

Topic 4	<ul style="list-style-type: none"> Configuring Career Worksheets, Career Paths, and Opportunity Marketplace: This section of the exam evaluates the knowledge of SAP Consultants in configuring advanced tools such as the career worksheet, career paths, and the opportunity marketplace. These features support internal mobility and employee-led career exploration and development.
Topic 5	<ul style="list-style-type: none"> Configuring Learning Activities: This section of the exam measures the skills of Talent Development Specialists in configuring learning activities within the development plan. It focuses on aligning learning content with development goals to facilitate continuous skill-building.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q37-Q42):

NEW QUESTION # 37

Your customer wants to use a calculated expected rating for a competency. What information must you provide? Note: There are 3 correct answer to this question.

- A. Medium score
- B. Expected score
- C. Lowest score
- D. Highest score
- E. Normalized score

Answer: B,C,D

NEW QUESTION # 38

Your customer wants to utilize the Readiness Meter in Career Worksheet. Which of the following should you consider when including the Readiness Meter for future roles? Note: There are 2 correct answers to this question.

- A. The new-role-readiness-calculation switch will set a competency not met to the value of zero.
- B. The readiness_meter field should be defined in the template and referenced in the field- permissions and plan-layout.
- C. The new-role-readiness-calculation switch will weigh proportionally each competency rating as a percentage of the expected rating.
- D. The mapped competencies in Families and Roles must have expected ratings and weights.

Answer: B,C

NEW QUESTION # 39

What actions must you take to integrate a Learning Management System with Career Development Planning? Note: There are 3 correct answer to this question.

- A. Enable the mentoring program.

- B. Enable the transcript feature.
- C. Enable integration with SAP SuccessFactors Learning.
- D. Provide a unique learning URL.
- E. Enable External Learning User.

Answer: B,C,D

NEW QUESTION # 40

You would like to add the Vice President of HR as a target role to the career worksheet. Based on this video, how can this be achieved? Note: There are 2 correct answers to this question.

- A. A consultant can increase the value for <max-per-category> in the career worksheet XML.
- B. A user can remove the Human Resources Manager on the My Job Roles tab.
- C. An administrator can add the Vice President of HR to any Career Path that contains the Human Resources Manager role.
- D. A user can remove the Human Resources Manager on the Suggested Roles tab.

Answer: A,B

NEW QUESTION # 41

Which permissions are necessary for a mentoring administrator to create and test a new program? Note: There are 2 correct answers to this question.

- A. Mentoring Program Configuration
- B. Manage Mentoring Programs
- C. Mentoring Program Text Replacement Option
- D. Mentoring Programs Access Permission

Answer: B,D

NEW QUESTION # 42

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