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SAP CERTIFICATION

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SAP C_THR95_2405 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Configuring SAP SuccessFactors Career Development Planning: This topic is all about the Career Development Module, Career Worksheet V12, Career Development V12 Template permissions, and Career Path Miscellaneous permissions.
Topic 2	<ul style="list-style-type: none">Enabling Career Worksheets and Career Paths: This topic covers sub-topics of Career Worksheet XML, Role Readiness Forms, Suggested Roles, and Career Paths.
Topic 3	<ul style="list-style-type: none">Creating Mentoring Programs: The topic focuses on describing, creating, and managing the different types of mentoring programs. It also discusses identifying the necessary permissions for SAP SuccessFactors Mentoring.

Topic 4	<ul style="list-style-type: none"> • Configuring Learning Activities: This topic deals with establishing learning activities, creating group activities, and determining capabilities of integration.
Topic 5	<ul style="list-style-type: none"> • Enabling Development Goal Plans: This topic discusses the creation of the Development Goal Plan template in Admin Center. It also focuses on modification of the template fields, the template XML and the template settings.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q33-Q38):

NEW QUESTION # 33

What additional functionality integrates with mentoring? Note: There are 2 correct answers to this question.

- A. Qualtrics
- **B. Achievements**
- C. TBH positions
- **D. SAP Jam**

Answer: B,D

NEW QUESTION # 34

What type of mentoring program can be created without defined dates?

- A. Employee referral Program
- B. Unsupervised program
- **C. Open enrollment program**
- D. Supervised program

Answer: C

NEW QUESTION # 35

You add a role to your career worksheet that has two competencies: Customer Focus and Communication. The scale on the career worksheet is a 5 point scale (lowest score 1 and highest score 5).

. For the Customer Focus competency, the expected rating is 4 and your last rating is 3. For the Communication competency, the expected rating is 4 and your last rating is 3.

What is the result in the readiness meter?

Note: There are 2 correct answers to this question.

- A. With the new role readiness calculation, the result is a higher score than with the old role readiness calculation.
- **B. With the new role readiness calculation, the result is a lower score than with the old role readiness calculation.**
- **C. With the old role readiness calculation, the result is a score of 0% which is lower than the new calculation.**
- D. With the old role readiness calculation, the result is a score of 75% which is higher than the new calculation.

Answer: B,C

NEW QUESTION # 36

You have launched a new open enrollment program for mentors. What options are available to end users during the enrollment process? Note: There are 2 correct answers to this question.

- A. Set preferences for the maximum number of mentees.
- B. Add localizations for mentoring program text.
- C. Define the key dates for the mentoring program.
- D. Utilize the Save Later button when interrupted.

Answer: A,D

NEW QUESTION # 37

Your customer wants to add a new value to the Development Goal Status field. What are the methods to add it?

Note: There are 2 correct answers to this question.

- A. Add the value to the status field in Manage Templates.
- B. Add a custom field in Manage Templates.
- C. Add the value to the status field in the Development Plan XML file.
- D. Add the value to the picklist in Picklist Center.

Answer: C,D

NEW QUESTION # 38

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