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SAP C_THR95_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 4	<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 5	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q16-Q21):

NEW QUESTION # 16

To set up career paths manually in the system, which options need to be enabled? Note: There are 2 correct answers to this question.

- A. Manage Suggested Roles
- B. General User Permissions
- C. **Manage Career Path**
- D. Miscellaneous Permissions

Answer: C,D

NEW QUESTION # 17

When creating a new career path, what must you do? Note: There are 2 correct answers to this question.

- A. **Enter an external code.**
- B. Enter translations.
- C. Enter a division.
- D. **Enter a name.**

Answer: A,D

NEW QUESTION # 18

What attribute represents the maximum number of roles that users can add in the Career Worksheet XML?

- A. max-goals
- B. max-per-competency
- C. max-length
- D. **max-per-category**

Answer: D

NEW QUESTION # 19

Your customer wants to have the status and competency fields configured as shown in the image. What can you do to achieve this?

Note: There are 3 correct answer to this question.



- A. Add a field definition of type enum in the goal plan template and ensure users have write permission.
- B. Add a field definition of type table and add a row to the table for each status.
- C. Ensure the Status field definition is before the Competencies field definition in the XML.
- D. Ensure the required attribute of the status field is set to true in the XML.
- E. Ensure the Competency browser switch is turned on in the XML.

Answer: B,C,D

NEW QUESTION # 20

When you add a suggested role, where does the role appear?

- A. Role Readiness Form
- B. My Current Roles
- C. Browse Job Roles
- D. Job Roles I'm Considering

Answer: D

NEW QUESTION # 21

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