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## SAP C-THR95-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q15-Q20):

### NEW QUESTION # 15

Your client uses the Career Worksheet and wants to update the instructional text. What do you need to do?

- A. Edit the field in the development plan template in Admin Center.
- B. Edit the text-replacement tag in the Career Worksheet XML.
- C. Modify the text in the development plan template in Admin Center.
- D. Modify the field in the Career Worksheet XML.

Answer: B

### NEW QUESTION # 16

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

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

Answer: A,B,C

### NEW QUESTION # 17

Your customer wants you to enable the Preferred Next Move feature in the People Profile and the Career Worksheet. Which activities do you perform? Note: There are 2 correct answers to this question.

- A. Set the data-field id="Title" in the background element from Succession Data Model XML.
- B. Set the title and relocPref fields defined in the background element as required in the Succession Data Model.
- C. Set the share permission for one or more relative roles in the Career Worksheet template.
- D. Set the data-field id="title" in the background element from Succession Data Model XML.

Answer: A,C

### NEW QUESTION # 18

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 weigh proportionally each competency rating as a percentage of the

expected rating.

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

Answer: A,C

#### NEW QUESTION # 19

Which templates could be available under the Goal Plan Permissions section of a permission role? Note: There are 3 correct answer to this question.

- A. A mentoring template
- B. A development plan template
- C. A learning activity template
- D. A role readiness form template
- E. A career worksheet template

Answer: B,C,E

#### NEW QUESTION # 20

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