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SAP C_THR95_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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 (Q10-Q15):

NEW QUESTION # 10

Based on this video, what conclusions can be drawn?Note: There are 2 correct answers to this question.

- A. All 3 targeted roles use different role readiness form templates.
- B. All 3 targeted roles use the same role readiness form templates.**
- C. All 3 targeted roles share at least two competencies among them.**
- D. The expected ratings for all competencies in all 3 targeted roles have been defined.

Answer: B,C

NEW QUESTION # 11

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

Answer: A,D

NEW QUESTION # 12

With the deep link functionality, where can users go directly?Note: There are 2 correct answers to this question.

- **A. Development Plan and Mentoring**
- B. Career Worksheet Current Role, but NOT Targeted Roles
- **C. Career Worksheet and Current Role**
- D. Career Worksheet Targeted Roles, but NOT Current Role

Answer: A,C

NEW QUESTION # 13

Where do you export a development plan template to change the XML?

- **A. Import/Update/Export Development Plan Template in Provisioning**
- B. Manage Templates in Admin Center
- C. Company Settings in Provisioning
- D. Company Settings in Admin Center

Answer: A

NEW QUESTION # 14

Which of the following API types does SAP recommend to use to achieve clean core integrations?Note: There are 2 correct answers to this question.

- A. IDoc
- **B. OData**
- C. SOAP
- D. RFC

Answer: B

NEW QUESTION # 15

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