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## SAP C\_THR95\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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>
Topic 3	<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 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>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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q66-Q71):

### NEW QUESTION # 66

Where do users see the suggested successor when they have the Recommended Successors permission in the Career Development Planning category?

- A. Company Org Chart
- B. Talent Pools
- C. Career Worksheet
- D. Succession Org Chart

**Answer: D**

### NEW QUESTION # 67

What is available to configure in the <plan-layout> element of the Development Plan Template XML?Note: There are 2 correct answers to this question.

- A. weight
- B. role
- C. permission
- D. refid

**Answer: A,D**

### NEW QUESTION # 68

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 # 69

What is the limit to the number of employees that can be added to a supervised mentoring program?

- A. 3000 mentors and 3000 mentees
- B. 500 mentors and 500 mentees
- C. 3000 mentors and mentees in total
- D. 200 mentors and mentees in total

Answer: B

### NEW QUESTION # 70

Suggested roles are based on a formula that can combine which of the following attributes? Note: There are 3 correct answer to this question.

- A. Common job family
- B. Proximity of role in career path
- C. Common job role
- D. Mentoring programs
- E. Peer popularity

Answer: A,B,E

### NEW QUESTION # 71

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