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

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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>

### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q54-Q59):

#### NEW QUESTION # 54

Where do you enable Career Worksheet V12?

- A. Company Settings in Provisioning
- B. Manage Templates in Admin Center
- C. Goal Management Feature Settings in Admin Center
- D. Import/Update/Export Career Worksheet Templates in Provisioning

**Answer: A**

#### NEW QUESTION # 55

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 role readiness form template
- D. A career worksheet template
- E. A learning activity template

**Answer: B,D,E**

#### NEW QUESTION # 56

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

Answer: A,D

#### NEW QUESTION # 57

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

Answer: A,B,C

#### NEW QUESTION # 58

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

Answer: A,B

#### NEW QUESTION # 59

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