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## SAP C-THR95-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Configuring Learning Activities: In this topic, SAP Consultants acquire skills in setting up learning activities that enhance employee development plans. The configuration process ensures learning initiatives are seamlessly integrated into the career development framework for optimal impact.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>Creating Mentoring Programs: This segment evaluates proficiency in designing and implementing mentoring programs within the SAP ecosystem. SAP Consultants will delve into creating initiatives that foster collaboration and professional growth, supporting long-term employee development goals.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>Enabling Development Goal Plans: SAP Consultants will explore methods to create and manage development goals effectively. This topic highlights structuring employee career paths and supporting growth, testing the skills needed to design and manage actionable plans.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• <b>Configuring SAP SuccessFactors Career Development Planning:</b> This area focuses on setting up the Career Development Planning module to reflect organizational objectives. SAP Consultants will learn how to configure tools that align employee career goals with business strategies, ensuring strategic alignment is optimized.</li> </ul>
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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q52-Q57):

#### NEW QUESTION # 52

What additional functionality integrates with mentoring?Note: There are 2 correct answers to this question.

- A. Qualtrics
- **B. TBH positions**
- **C. SAP Jam**
- D. Achievements

**Answer: B,C**

#### NEW QUESTION # 53

Where can you create a development plan template?

Note: There are 2 correct answers to this question.

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

**Answer: C,D**

#### NEW QUESTION # 54

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

**Answer: A,C**

#### NEW QUESTION # 55

You would like to add the Vice President of HR as a target role to the career worksheet. Based on this video, how can this be achieved? Note: There are 2 correct answers to this question.

**Enabling Career Worksheets and Career Paths**

64 of 80

You would like to add the Vice President of HR as a target role to the career worksheet. Based on this video, how can this be achieved?

- A. An administrator can add the Vice President of HR to any Career Path that contains the Human Resources Manager role.
- B. A user can remove the Human Resources Manager on the My Job Roles tab.
- C. A consultant can increase the value for <max-per-category> in the career worksheet XML.
- D. A user can remove the Human Resources Manager on the Suggested Roles tab.

Answer: B,C

#### NEW QUESTION # 56

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

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

Answer: D

#### NEW QUESTION # 57

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