

CCMP최신덤프자료시험덤프공부자료

SAP C-C4H430-94

SAP Certified Application Associate - SAP Commissions Implementation

3

정답:C,D

질문 # 25

Which of the following are fields on a Participant record? Note: There are 2 correct Answers to this question.

- A. Participant ID
- B. First and Last Name
- C. Position Name
- D. Title

정답:A,B

질문 # 26

SAP C-C4H430-94 시험에 정말 어렵다는 말을 많이 들으신 만큼 저희 DumpTOP는 SAP C-C4H430-94 덤프만 있으면 SAP C-C4H430-94 시험에 정말 쉬워진다고 전해드리고 싶습니다. SAP C-C4H430-94 덤프로 시험패스하고 자격증 한방에 마보세요. 자격증 많이 취득하면 더욱 여유롭게 직장생활을 즐길 수 있습니다.

C-C4H430-94퍼펙트 최신버전 문제: <https://www.dumpstop.com/SAP/C-C4H430-94-dump.html>

SAP C-C4H430-94퍼펙트 최신버전 공부자료, 인봉인상을 원하시나요. 만약에 다른 과목을 사용해보신 분이라면 SAP C-C4H430-94덤프도 바로 구매할 것입니다. SAP C-C4H430-94퍼펙트 최신버전 공부자료 그대로 불행하게 시험에서 떨어지는 경우, 주문번호와 물합격성적표를 매일로 보내주시면 바로 환불 가능합니다. PDF버전을 공부하신 후 C-C4H430-94시험환경을 체험해보고 싶으시다면 소프트웨어버전이나 온라인버전을 추가구매하시면 됩니다. DumpTOP C-C4H430-94퍼펙트 최신버전 문제답트를 열심히 공부하여 멋진 IT전문가의 꿈을 이루세요. SAP C-C4H430-94퍼펙트 최신버전 공부자료 하시는 일에서 한층 더 업그레이드될 것이고 생활에서도 분명히 많은 도움이 될 것입니다.

허나 그런 존재이기 때문에 리옹은 여기서 그만두겠다고 말할 수가 없다. 소호는 고개를 풍ечно 저었다. 인봉인상을 원하시나요. 만약에 다른 과목을 사용해보신 분이라면 SAP C-C4H430-94덤프도 바로 구매할 것입니다.

완벽한 C-C4H430-94퍼펙트 최신버전 공부자료 인증덤프

그래도 불행하게 시험에서 떨어지는 경우 주문번호와 물합격성적표를 매일로 보내주시면 바로 환불 가능합니다. PDF버전을 공부하신 후 C-C4H430-94시험환경을 체험해보고 싶으시다면 소프트웨어버전이나 온라인버전을 추가구매하시면 됩니다.

DumpTOP덤프를 열심히 공부하여 멋진 IT전문가의 꿈을 이루세요.

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C-C4H430-94퍼펙트최신버전공부자료인기인증시험덤프

그 외, ITDumpsKR CCMP 시험 문제집 일부가 지금은 무료입니다: https://drive.google.com/open?id=16PO3_n-IRgxFg9rZZH3Vwg4WZ4kTt19

ACMP Global CCMP인증 시험패스는 아주 어렵습니다. 자기에 맞는 현명한 학습자료선택은 성공을 내딛는 첫발입니다. 퍼펙트한 자료만의 시험에 성공할 수 있습니다. Pass4Tes 시험문제와 답이야 말로 퍼펙트한 자료이죠. 우리 ACMP Global CCMP인증 시험자료는 100%보장을 드립니다. 또한 구매 후 일년무료 업데이트버전을 받을 수 있는 기회를 얻을 수 있습니다.

ACMP Global CCMP 시험요강:

주제	소개
주제 1	<ul style="list-style-type: none">Execute, Manage, and Monitor Implementation of the Change Management Plan: This section measures skills of Change Managers and Program Leads and focuses on executing all elements of the change management plan. It covers implementing resource allocation, communication, sponsorship, stakeholder engagement, learning, measurement, benefits realization, sustainability, and adjusting the plan as needed to achieve desired outcomes.

주제 2	<ul style="list-style-type: none"> Develop and Gain Approval for the Comprehensive Change Management Plan: This section assesses skills of Change Managers and Project Managers and covers preparing detailed plans for all aspects of change management, including resources, communication, sponsorship, stakeholder engagement, learning, measurement, sustainability, and integration with project management. It also includes obtaining approval and establishing feedback mechanisms.
주제 3	<ul style="list-style-type: none"> Close the Change Management Effort: This section assesses skills of Change Managers and Program Leads and covers evaluating the success of the change initiative, conducting lessons learned, documenting recommended actions, gaining closure approvals, transferring ownership, ensuring sustainability, and recognizing achievements.
주제 4	<ul style="list-style-type: none"> Evaluate Change Impact and Organizational : This section of the CCMP exam measures skills of Change Managers and Organizational Development Specialists and covers assessing the need for change, defining desired outcomes, identifying stakeholders and sponsors, evaluating organizational culture, capacity, and readiness, and analyzing risks, communication, and learning requirements to ensure successful change adoption.

>> CCMP최신덤프자료 <<

최신버전 CCMP최신덤프자료 완벽한 시험 기출자료

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최신 Change Management Professional CCMP 무료샘플문제 (Q87-Q92):

질문 # 87

After a change is complete, what is the best strategy to use with formal and informal networks of change agents to ensure the long-term sustainability of the change?

- A. Reward the agents significantly using the existing organizational mechanisms
- B. Recognize the change agents publicly, communicating leadership appreciation for their efforts
- C. Maintain the networks along with ongoing knowledge transfer and management**
- D. Perform a lessons learned evaluation of the networks' activities and provide best practices report

정답: C

설명:

Formal and informal networks of change agents are valuable not only during implementation but also for long-term reinforcement. ACMP suggests maintaining these networks to support peer learning, knowledge transfer, and monitoring adoption over time. Recognition (B) is important but not sufficient for sustainability.

Rewards (A) and lessons learned (D) are one-time activities, while ongoing maintenance of networks (C) ensures enduring support for the future state.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Leverage networks of change agents for reinforcement and sustainability.)

질문 # 88

As part of an ongoing review of a major change effort, key stakeholder feedback indicated many were unaware of the role they needed to play and the desired new behaviors that were needed to achieve successful implementation of the change. What is the possible explanation for this discrepancy or gap in understanding?

- A. The business case for change was not aligned with the intent of the change effort
- B. The stakeholder engagement plan was deficient
- C. The communication plan did not build awareness of the change**

- D. Feedback requirements were not well defined

정답: C

설명:

If stakeholders are unclear about their roles and expected behaviors, the root issue often lies in a communication plan that failed to build awareness. ACMP outlines communication outcomes as building awareness, creating understanding, and enabling action. A weak communication plan may not have clarified

"what does this mean for me?" Stakeholder engagement (A) focuses on involvement, not awareness; business case (C) supports rationale but not role clarity. Feedback requirements (B) affect monitoring, not communication. Therefore, the gap is explained by a communication plan deficiency.

(Reference: ACMP Standard, Process Group 4 - Execute Communications; Outcomes: Awareness, understanding, and role clarity.)

질문 #89

The project sponsor has a general understanding of his role but wants to learn more about his responsibilities and how he will be coached and supported in fulfilling his role. What deliverable provides this information?

- A. Sponsor alignment assessment
- B. **Sponsorship plan**
- C. Sponsor assessment
- D. Sponsor strategy

정답: B

설명:

The sponsorship plan outlines how sponsors will be engaged, coached, and supported throughout the change.

According to ACMP, this plan includes expectations for visible behaviors, communications, and governance participation. Sponsor assessments (B and D) help evaluate readiness and alignment, while strategy (C) is higher-level. The plan (A) provides actionable guidance, ensuring the sponsor understands roles and receives support.

(Reference: ACMP Standard, Process Group 2 - Sponsorship Plan; Output: Define sponsor responsibilities and provide coaching/support activities.)

질문 #90

Which risk would make it difficult for an employee to understand what is changing, how it benefits the organization, and how it will affect her daily job?

- A. Inadequate change planning
- B. Sponsor not actively involved
- C. **Case for change is weak**
- D. Inadequate assessment of behavior change

정답: C

설명:

If the case for change is weak, employees struggle to understand why the change is necessary, how it benefits the organization, and what it means for their daily work. ACMP stresses that articulating a compelling case for change is foundational for awareness and buy-in. Inadequate planning (D) or behavior assessment (C) cause other risks, and weak sponsorship (A) compounds resistance, but the direct barrier to understanding is a weak case for change.

(Reference: ACMP Standard, Process Group 2 - Formulate; Activity: Define the case for change to establish rationale and benefits.)

질문 #91

What is a key consideration when developing a change management plan?

- A. Resource availability
- B. Sponsorship engagement
- C. Business case for change
- D. **Objectives, goals and intended outcomes**

정답: D

설명:

ACMP directs practitioners to ground all plans in objectives, goals, and intended outcomes. These provide clarity on what adoption looks like, what success means, and how progress will be measured. Resource availability (A), business case (B), and sponsorship (C) are critical, but they feed into or support the plan. The anchor of the plan is defining objectives and outcomes. Thus, option D is correct.

(Reference: ACMP Standard, Process Group 3 - Develop Plan; Activity: Define objectives and outcomes before designing activities.)

질문 #92

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요즘같이 시간인즉 금이라는 시대에, 우리 ITDumpsKR선택으로 ACMP Global CCMP인증시험응시는 아주 좋은 딜입니다. 우리는 100%시험패스를 보장하고 또 일년무료 업데이트서비스를 제공합니다. 그리고 시험에서 떨어지셨다고 하시면 우리는 덤프비용전액 환불을 약속 드립니다.

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