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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>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 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>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 (Q35-Q40):

### NEW QUESTION # 35

Which action permissions can be used in a development plan? Note: There are 3 correct answer to this question.

- A. unalign-child
- B. share
- C. private-access
- D. delete
- E. cascade-push

**Answer: B,C,D**

### NEW QUESTION # 36

While creating a new development goal, you notice that the Start Date and End Date fields are prepopulated. How is this set up?

Note: There are 3 correct answer to this question.

- A. Development plans can have start and end dates set in General Settings.
- B. Development plans can have start dates set using <obj-plan-start>.
- C. Development plans can have start dates set using <obj-plan-due>.
- D. Development plans from the SuccessStore have start and end dates set by default.
- E. Development plans can have start and end dates set in the attribute type="date".

**Answer: A,D,E**

### NEW QUESTION # 37

Which of the following best practices does SAP SuccessFactors recommend for the Role Readiness form? Note: There are 2 correct answers to this question.

- A. Avoid calculating an overall performance rating with the form.
- B. Exclude competency ratings from the form for succession planning.
- C. Define the employee as the only role in the route map.
- D. Exclude the form in the dashboard processes that are used for current performance reporting.

Answer: A,C

#### NEW QUESTION # 38

Where do you add picklist label localizations for picklists used in mentoring?

- A. Manage Mentoring Programs
- B. Manage Data
- C. Picklist Center
- D. Manage Suggested Roles

Answer: C

#### NEW QUESTION # 39

Your customer wants to allow users to compare their latest competency ratings against competency expected ratings for future job roles. What tool do you use?

- A. Career Worksheet
- B. Career Path
- C. Development Goals
- D. Role Readiness form

Answer: A

#### NEW QUESTION # 40

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## Questions

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