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SAP C-THR95-2411 Exam Syllabus Topics:

Topic	Details

Topic 1	Enabling Career Worksheets and Career Paths: This section is pivotal in assessing expertise in implementing career worksheets and defining career paths within SAP SuccessFactors. SAP Consultants gain insights into strategies for mapping career trajectories, ensuring comprehensive employee development planning.
Topic 2	Configuring SAP SuccessFactors Career Development Planning: 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.
Topic 3	Managing Clean Core: This topic introduces SAP Consultants to the principles of maintaining a clean core in SAP SuccessFactors. It emphasizes best practices for ensuring minimal system customization to facilitate easier upgrades and maintenance. The topic evaluates the knowledge required to align system integrity with business needs.
Topic 4	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.
Topic 5	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q45-Q50):

NEW QUESTION # 45

Based on this image, what configuration items must be in use for this development plan? Note: There are 2 correct answers to this question.



- A. This development plan must be integrated with an SAP SuccessFactors Learning Management System.
- B. This development plan must be using more than one field of type competency.
- C. This development plan must be using at least one custom field.
- D. This development plan must be referencing a Learning Activities template.

Answer: B,D

NEW QUESTION # 46

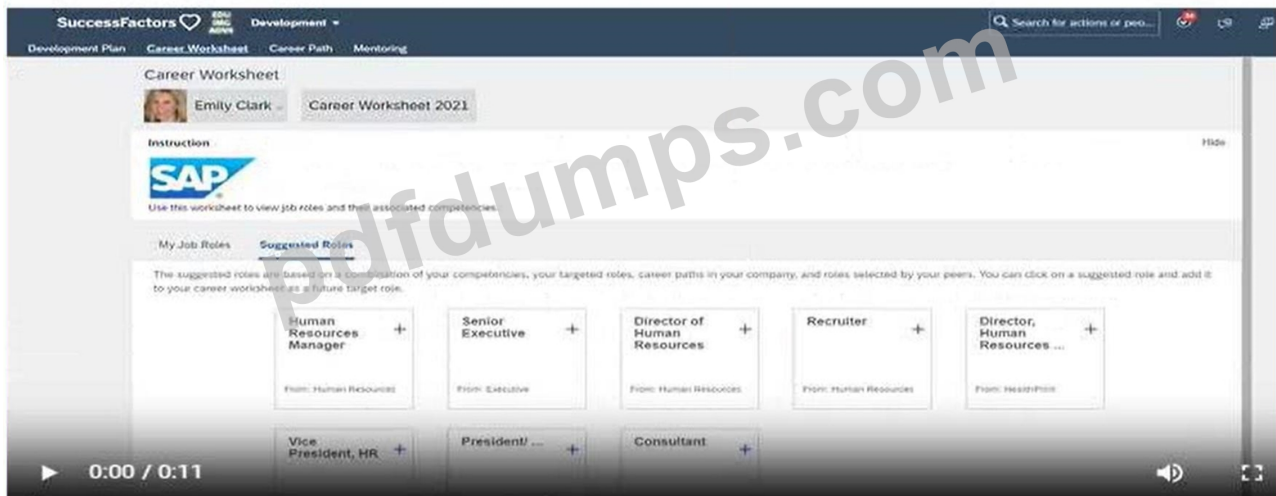
You would like to add the Vice President of HR as a target role to the career worksheet. Based on this video, how can this be

achieved? Note: There are 2 correct answers to this question.

Enabling Career Worksheets and Career Paths

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

Answer: C,D

NEW QUESTION # 47

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

Answer: C,D,E

NEW QUESTION # 48

What are the relationships between job role and job family?

Note: There are 2 correct answers to this question.

- A. Multiple job families can be mapped to multiple expected competency ratings.
- B. The job family describes different types of jobs that are mapped to the job role.
- C. Multiple job roles can be mapped to a single job family.
- D. The job role describes different types of jobs that are mapped to the job family.

Answer: C,D

NEW QUESTION # 49

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

- A. 3000 mentors and mentees in total
- B. 200 mentors and mentees in total

- Answer: C**

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