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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.
Торіс 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	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.
Topic 5	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q20-Q25):

NEW QUESTION #20

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 a custom field in Manage Templates.
- D. Add the value to the picklist in Picklist Center.

Answer: A,B

NEW QUESTION #21

You add a role to your career worksheet that has two competencies: Customer Focus and Communication. The scale on the career worksheet is a 5 point scale (lowest score 1 and highest score 5). For the Customer Focus competency, the expected rating is 4 and your last rating is 3. What is the result in the readiness meter? Note: There are 2 correct answers to this question.

- A. With the new role readiness calculation, the result is a lower score than with the old role readiness calculation.
- B. With the old role readiness calculation, the result is a score of 0% which is lower than the new calculation.
- C. With the old role readiness calculation, the result is a score of 75% which is higher than the new calculation.
- D. With the new role readiness calculation, the result is a higher score than with the old role readiness calculation.

Answer: B,D

NEW QUESTION #22

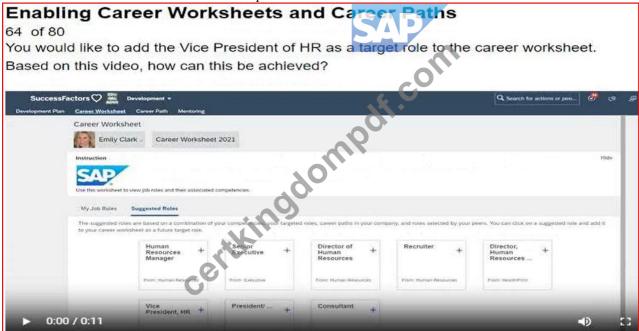
Your customer wants to add a new value to the Development Goal Status field. What are the methods to add it? Note: There are 2 correct answers to this question.

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

Answer: B,C

NEW QUESTION #23

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.



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

Answer: B,C

NEW QUESTION #24

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 learning activity template
- B. A mentoring template
- C. A career worksheet template
- D. A role readiness form template
- E. A development plan template

Answer: A,C,E

NEW QUESTION #25

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