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SAP C_THR95_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	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.
Topic 3	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.
Topic 4	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.

Topic 5	• 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring Sample Questions (Q59-Q64):

NEW QUESTION # 59

Within Role-Based Permissions, where is the most likely place you would go to hide sensitive fields for the Career Path object?

- **A. Miscellaneous Permissions**
- B. Manage Foundation Objects Permission
- C. MDF Foundation Objects Permissions
- D. Metadata Framework Permissions

Answer: A

NEW QUESTION # 60

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- **A. OData**
- B. RFC
- C. SOAP
- D. IDoc

Answer: A

NEW QUESTION # 61

What can cause new competencies to appear on a career worksheet for an employee? Note: There are 3 correct answer to this question.

- **A. The employee can add a future role to the career worksheet.**
- **B. The employee can add a new competency to a role readiness form.**
- C. An administrator can add a new competency to an existing role on the career worksheet.
- **D. An administrator can add a new competency to the employee's current role.**
- E. The manager can add a new competency into the employee's role readiness form.

Answer: A,B,D

NEW QUESTION # 62

What can you configure from the General Settings section in Manage Template? Note: There are 2 correct answers to this question.

- **A. The instructions that appear at the top of the development plan**

- B. The career worksheet to which the development plan is connected
- C. The start and end dates that will default for all goals added to the plan
- D. The option to make goals private or public by default, as text or icon

Answer: A,C

NEW QUESTION # 63

Your customer wants to display an icon next to a goal within a development plan to indicate whether the goal is public or private. What general setting must you modify in the Development Plan Template XML?

- A. new-obj-share-status-public
- B. alerts-viewdefault
- C. swap-goal-link
- D. use-text-for-privacy

Answer: D

NEW QUESTION # 64

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