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Exam : **C-THR95-2311**

Title : SAP Certified Application Associate - SAP SuccessFactors Career Development Planning and Mentoring 2H/2023

Vendor : SAP

Version : DEMO

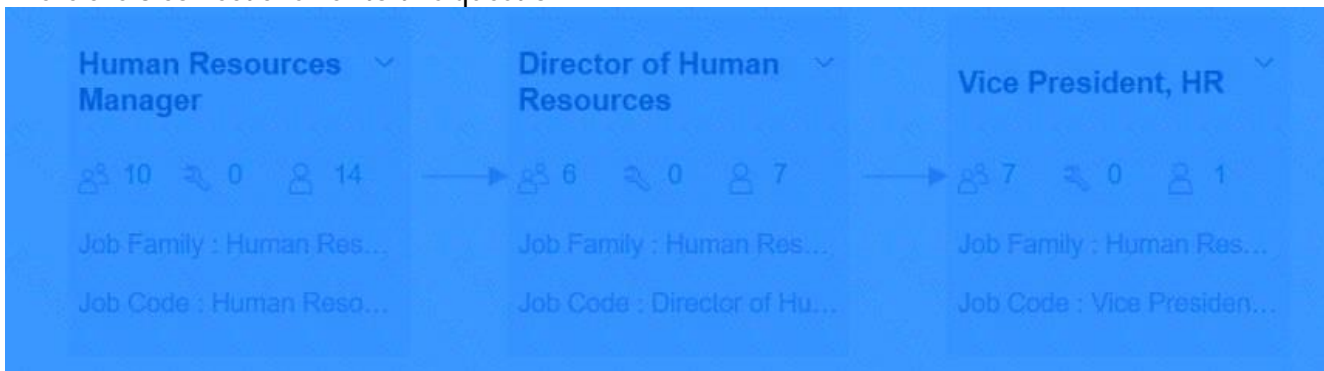
NO.1 Where can you see a development goal plan field label, which you would NOT see otherwise, when showlabel="true"?

- A. In the development goal pop-up window when creating a new goal from the library
- B. In the development goal plan layout when the field is NOT at the top of the column
- C. In the development goal block in People Profile when editing an existing goal
- D. In the development goal section of a PM form when the plan is synchronized with the form

Answer: A D

NO.2 This screenshot shows a Career Path with three role nodes. Which numbers are displayed in each node? Note:

There are 3 correct answer to this question.



- A. Number of people holding this role
- B. Number of competencies needed for taking the job role
- C. Number of skills needed for taking the job role
- D. Number of competencies missing to take the job role
- E. Number of people who added this role to "Job roles I'm considering"

Answer: A B C

NO.3 Which features can be used for suggested roles? Note: There are 3 correct answer to this question.

- A. Proximity of role in career path
- B. Competencies associated with role
- C. Private Goals
- D. Common Job Family
- E. Public Goals

Answer: B C E

NO.4 What is available to configure in the <plan-layout> element of the Development Plan Template XML? Note:

There are 2 correct answers to this question.

- A. permission
- B. refid
- C. weight
- D. role

Answer: B,C

NO.5 An employee wants to insert a forward-progression role to the right of the current node.What option can the employee use to update the Career Path?

- A. Add a lead-from role.
- B. Add a lead-to role.
- C. Replace node with a new role.
- D. Add a peer role.

Answer: B

NO.6 Where do you add picklist label localizations for picklists used in mentoring?

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

Answer: D

NO.7 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 a custom field in Manage Templates.
- C. Add the value to the picklist in Picklist Center.
- D. Add the value to the status field in Manage Templates.

Answer: A D

NO.8 Your customer wants to have the option to display and create development goals from the Career Worksheet.Which of the following configuration requirements are needed to achieve this?Note: There are 3 correct answer to this question

- A. The development_goals field must be defined in the development plan.
- B. The Career Worksheet default template must have a competency field.
- C. The development plan default template must have a competency field
- D. The development_goals field must be defined in Career Worksheet.
- E. The development_goals field must be defined in field-permission.

Answer: A B E