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Exam : **C_THR95_2105**

Title : SAP Certified Application Associate - SAP SuccessFactors Career Development Planning and Mentoring 1H/2021

Vendor : SAP

Version : DEMO

NO.1 Your customer wants to use the Role Readiness Form. Which modules are required? Choose 2.

- A. Succession Planning
- B. Performance Management
- C. Employee Central
- D. Career Development Planning

Answer: B,D

NO.2 You are defining competency sources. Which competency-filter sources can you use to exclude competencies when the user creates a development goal? Choose 3.

- A. Processes
- B. Positions
- C. Roles
- D. Forms
- E. Libraries

Answer: A,C,E

NO.3 Your customer wants to display an icon next to the goal within the Development Plan to indicate whether the goal is public or private. What general setting must you modify in the Development Plan Template XML?

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

Answer: C

NO.4 Your customer needs a form-based data source filter for the Career Worksheet. Which tag can you use?

- A. each-assessment
- B. assessment-filters
- C. self-assessment
- D. last-completed form

Answer: B

NO.5 Your customer wants to use the Coaching Advisor when adding a new development goal. How do you enable this requirements?

- A. Set the details attribute to xtrue' for the field in the Development Plan Template XML
- B. Enable the Manage Suggested Roles permission in Manage Permission Roles
- C. Grant the administrator the Development Admin permission in Manage Permission Roles
- D. Set the field-show-coaching-advisor field attribute to vtrue' for the field in the Development u Plan Template XML

Answer: D

NO.6 Which is an example of a Standard Development Plan field that cannot be added in Admin

Tools? (2 corrects)

- A. state
- B. milestones
- C. name
- D. tasks

Answer: B,D

NO.7 Which of the following is true about the Goal Modification notification? (3 corrects)

- A. It is sent when the manager edits a direct report's goal.
- B. It can be turned off for Development Plans but left on for other Goal Plans.
- C. It is only sent when public goals are edited.
- D. It is batch-sent instead of being sent immediately.

Answer: A,B,D

NO.8 Your customer wants to display all career path details to the employee but does NOT want them to be able to change the details. What do you need to do?

- A. Grant the Development Admin permission to the administrator.
- B. Grant the View' option to the Career Path in Miscellaneous Permissions
- C. Grant the import/Export' option to the Career Path in Miscellaneous Permissions.
- D. Add the 'write' field permission in the Career Worksheet XML

Answer: B

NO.9 From which of the following Template ID ranges must you assign a number to a Career Worksheet v12?

- A. 0001 - 0999
- B. 2000 - 2999
- C. 5000 - 5999
- D. 4000 - 4999

Answer: C

NO.10 What is the functionality of the use-text-for-privacy-'true" attribute on the Development Plan?

- A. Turn the Visibility column to text rather than an icon.
- B. Gives Managers the right to view private goals.
- C. It adds private text fields to the goals.
- D. Allows user to make a goal public or private.

Answer: A