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## SAP Certified Application Associate SAP SuccessFactors Career Development Planning and Mentoring 1H/2022

SAP C\_THR95\_2211

Version Demo

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## QUESTION NO: 1

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**

## QUESTION NO: 2

Which permissions are necessary for a mentoring administrator to create and test a new program?Note: There are 2 correct answers to this question.

- A. Mentoring Programs Access Permission
- B. Mentoring Program Text Replacement Option
- C. Mentoring Program Configuration
- D. Manage Mentoring Programs

**ANSWER: A D**

## QUESTION NO: 3

Where do you export a development plan template to change the XML?

- A. Company Settings in Provisioning
- B. Manage Templates in Admin Center
- C. Import/Update/Export Development Plan Template in Provisioning
- D. Company Settings in Admin Center

**ANSWER: C**

## QUESTION NO: 4

Which action permissions can be used in a development plan? Note: There are 3 correct answer to this question.

- A. delete
- B. share
- C. cascade-push
- D. unalign-child
- E. private-access

**ANSWER: A B E**

## QUESTION NO: 5

What is the maximum number of mentoring requests that a mentor can receive at a time for an open enrollment or unsupervised program?

- A. 20
- B. 50
- C. 100
- D. 200

**ANSWER: A**

## QUESTION NO: 6

Which text replacement option does NOT apply to Career Development Planning?

- A. category
- B. copy-from-my-other-goal-plan
- C. cascade-selected
- D. add-existing-goal-to-form

**ANSWER: C**

## QUESTION NO: 7

What do you do to make sure that all development goals are published by default in the People Profile?

- A. Modify the background element.
- B. Add the scorecard in Configure People Profile.
- C. Add a switch in the plan template XML.
- D. Check a box in Manage Template.

**ANSWER: B**

## QUESTION NO: 8

Where can you create a development plan template?Note: There are 2 correct answers to this question.

- A. Import/Update/Export Development Plan Template in Provisioning
- B. Import/Update/Export Goal Plan Template in Provisioning
- C. Manage Templates within Admin Center
- D. Form Template Settings within Admin Center

**ANSWER: A B**

## QUESTION NO: 9

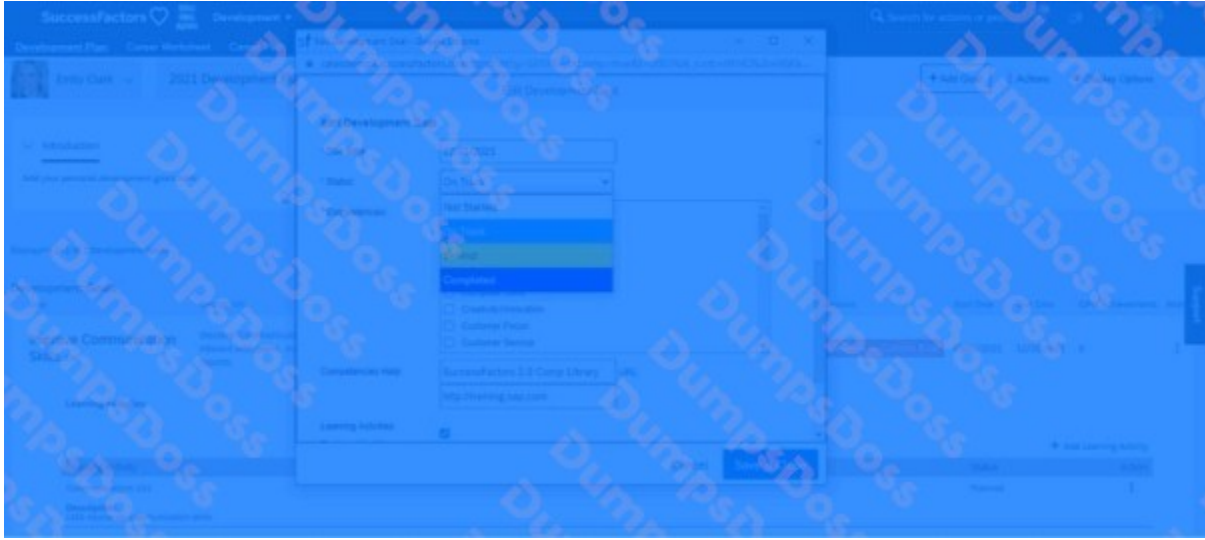
When you add a suggested role, where does the role appear?

- A. Role Readiness Form
- B. My Current Roles
- C. Job Roles I'm Considering
- D. Browse Job Roles

**ANSWER: C**

## QUESTION NO: 10

Your customer wants to have the status and competency fields configured as shown in the image.What can you do to achieve this?Note: There are 3 correct answer to this question.



- A. Add a field definition of type enum in the goal plan template and ensure users have write permission.
- B. Ensure the required attribute of the status field is set to true in the XML.
- C. Ensure the Status field definition is before the Competencies field definition in the XML.
- D. Add a field definition of type table and add a row to the table for each status.
- E. Ensure the Competency browser switch is turned on in the XML.

**ANSWER: B C D**