

Exam Code: **C_THR95_2505**

**Exam Name | SAP Certified Associate - SAP SuccessFactors Career
Development Planning and Mentoring**

Total No. of Questions: 80

Passing Percentage: 69%

Exam Duration: 180 Minutes.



Question 1

Your customer wants you to enable the Preferred Next Move feature in the People Profile and the Career Worksheet. Which activities do you perform?

Note: There are 2 correct answers to this question.

- A. Set the title and relocPref fields defined in the background element as required in the Succession Data Model.
- B. Set the data-field id="Title" in the background element from Succession Data Model XML.
- C. Set the share permission for one or more relative roles in the Career Worksheet template.
- D. Set the data-field id="title" in the background element from Succession Data Model XML.

Answer A C

Question 2

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.
- For the Communication 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 new role readiness calculation, the result is a higher score than with the old role readiness calculation.
- D. With the old role readiness calculation, the result is a score of 75% which is higher than the new calculation.

Answer A B

Question 3

Suggested roles are based on a formula that can combine which of the following attributes? Note: There are 3 correct answers to this question.

- A. Common job family
- B. Proximity of role in career path
- C. Common job role
- D. Mentoring programs
- E. Peer popularity

Answer A B E

Question 4

Which area can you edit using the text replacement option?

- A. Instructions
- B. copy-from-my-other-goal-plan
- C. competencies
- D. add-goal-to-plan

Answer A

Question 5

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 a custom field in Manage Templates.

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

Answer C D