

SAP C_THR95_2411

**SAP Certified Associate - Implementation Consultant - SAP
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Subjects

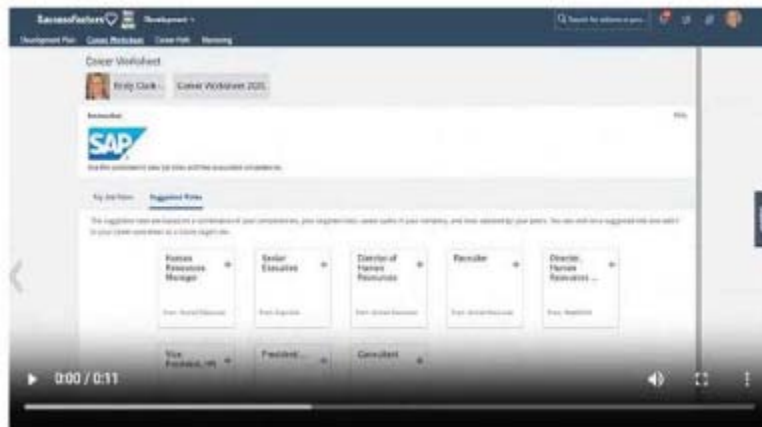
1. Enabling Career Worksheets and Career Paths
2. Configuring SAP SuccessFactors Career Development Planning
3. Managing Clean Core
4. Configuring Learning Activities
5. Creating Mentoring Programs
6. Enabling Development Goal Plans

Topic: 1

Enabling Career Worksheets and Career Paths

Question: 1

You would like to add the Vice President of HR as a target role to the career worksheet. Based on this video, how can this be achieved?



Note: There are 2 correct answers to this question.

- A. An administrator can add the Vice President of HR to any Career Path that contains the Human Resources Manager role.
- B. A consultant can increase the value for <max-per-category> in the career worksheet XML.
- C. A user can remove the Human Resources Manager on the My Job Roles tab.
- D. A user can remove the Human Resources Manager on the Suggested Roles tab.

Answer: A, D

Enabling Career Worksheets and Career Paths

Question: 2

This screenshot shows a Career Path with three role nodes.
Which numbers are displayed in each node?



Note: There are 3 correct answers to this question.

- A. Number of people holding this role
- B. Number of skills needed for the job role
- C. Number of people who added this role to "Job roles I'm considering"
- D. Number of competencies needed for the job role
- E. Number of families that have the same job code mapped to them

Answer: A, B, D

Enabling Career Worksheets and Career Paths

Question: 3

Based on this screenshot, if the user selects Cascade delete from the Human Resources Manager role, how many roles will be deleted?



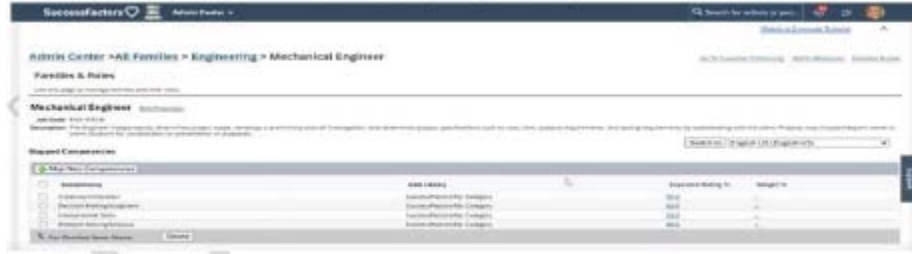
- A. 6
- B. 5
- C. 2
- D. 4

Answer: A

Enabling Career Worksheets and Career Paths

Question: 4

Based on this screenshot, what will a user see after clicking on Expected Rating %?



Note: There are 3 correct answers to this question.

- A. A field labeled Lowest Score
- B. A field labeled Highest Score
- C. A button labeled Download
- D. A button labeled Compute
- E. A button labeled Import Overall Scores

Answer: A, B, D

Enabling Career Worksheets and Career Paths

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

Answer: A

Enabling Career Worksheets and Career Paths

Question: 6

To set up career paths manually in the system, which options need to be enabled? Note: There are 2 correct answers to this question.

- A. Miscellaneous Permissions
- B. Manage Career Path

- C. Manage Suggested Roles
- D. General User Permissions

Answer: A, D

Enabling Career Worksheets and Career Paths

Question: 7

Your customer wants you to add a Role Readiness form in different locales.
Where do you add the following tag block in the Career Worksheet template?
<Self-assessment><self-assessment> <each-assessment lang="locale">form ID</each-assessment>
</self-assessment> <self-assessment> Note: There are 2 correct answers to this question.

- A. After <field-definition>
- B. Before the first field-definition
- C. After <text-replacement>
- D. Before <obj-plan-start>

Answer: A, D

Enabling Career Worksheets and Career Paths

Question: 8

Your customer needs to modify Career Path V2.
Which activities do you perform in Admin Center? Note: There are 3 correct answers to this question.

- A. Define the Miscellaneous Permissions.
- B. Enable the Career Path V2 switch in Company Settings.
- C. Set Security within the Career Path object.
- D. Grant the Configure Object Definition permission.
- E. Enable the Generic Objects switch in Company Settings.

Answer: A, B, E

Enabling Career Worksheets and Career Paths

Question: 9

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 answers to this question

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

Answer: A, B, D

Enabling Career Worksheets and Career Paths

Question: 10

When creating a new career path, what must you do?

Note: There are 2 correct answers to this question.

- A. Enter a division.
- B. Enter translations.
- C. Enter an external code.
- D. Enter a name.

Answer: C, D

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