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Exam : **C_THR95_1902**

Title : SAP Certified Application Associate - SAP SuccessFactors Career Development Planning and Mentoring Q/2019

Vendor : SAP

Version : DEMO

NO.1 Which of the following modifications can you apply to a development template within Admin Center?

There are 2 correct answers to this question.

Choose:

- A.** Set minimum goals
- B.** Apply text replacement
- C.** Add fields
- D.** Edit categories

Answer: C,D

NO.2 What fields are mandatory when you click 'Create new Career Path'?

There are 2 correct answers to this question.

Choose:

- A.** Name
- B.** Business Unit
- C.** External Code
- D.** Division

Answer: A,C

NO.3 Your customer instructs you to change the name of the Role Readiness Form.

Where do you edit the form title in Admin Center?

There are 2 correct answers to this question.

Choose:

- A.** Text Replacement
- B.** Company System and Logo Settings
- C.** Form Template Settings
- D.** Manage Templates

Answer: C,D

NO.4 An employee wants to save a new Development Goal and receives the error message 'Comment is required'. The comment field CANNOT be accessed. What must you add in the Development Plan XML?

There are 2 correct answers to this question.

Choose:

- A.** The field permission
- B.** The switch 'threaded-feedback'
- C.** The action permission
- D.** The field in plan layout

Answer: A,D

NO.5 Which of the following options must you select to enable Career Paths in the Career Development Planning module?

There are 3 correct answers to this question.

Choose:

- A. Enable the Attachment Manager
- B. Enable Career Path v2
- C. Enable Mentoring Program
- D. Career Worksheet V12
- E. Enable Generic Objects

Answer: B,D,E

NO.6 Which of the following key elements can be displayed for the role node in the Career Path?

There are 3 correct answers to this question.

Choose:

- A. Number of people holding this role
- B. Job Code
- C. Role Description
- D. Number of skills needed to take the job role
- E. Number of successors for this role

Answer: A,B,C

NO.7 Your customer wants to include competencies in the Development Plan template.

What are possible data sources?

There are 3 correct answers to this question.

Choose:

- A. Specific Library
- B. Competencies from Form
- C. Exclude hidden Role
- D. Competencies from Goal
- E. Multiple Category

Answer: A,B,E

NO.8 Which of the following is true about adding a Career Worksheet to a SuccessFactors instance? (2 corrects)

- A. If adding a new Career Worksheet, it must be added in Provisioning.
- B. The XML must include code to connect to a Development Plan.
- C. Career Worksheets must be added through Admin Tools.
- D. There should only one active Career Worksheet in an instance.

Answer: A,D

NO.9 When creating an ad hoc report, what is the Data Set tab used for?

- A. To determine the Development Plan from which information will be pulled
- B. To add columns of data to the report
- C. To turn filters on and off for included data fields
- D. To establish the set of users to be included in the report

Answer: A

NO.10 Which action permissions are set in the Career Development Plan XML?

There are 3 correct answers to this question.

Choose:

- A. private-access
- B. Share
- C. Delete
- D. unalign-child
- E. cascade-push

Answer: A,C,D

NO.11 Your customer wants to use a Calculated Expected rating for a competency. What information must you provide?

There are 3 correct answers to this question.

Choose:

- A. Highest score
- B. Expected score
- C. Normalized score
- D. Lowest score
- E. Medium score

Answer: A,C,D

NO.12 In a Development Plan field-definition, what is the functionality of the attribute view default="off"?

- A. It allows the user to accept default values for each field in the goal.
- B. It forces the user to click the field name in the Display in order to see it on the layout.
- C. It forces the user to click the field name in order to edit the field.
- D. It allows the user to see editable fields in the edit pop-up window.

Answer: B