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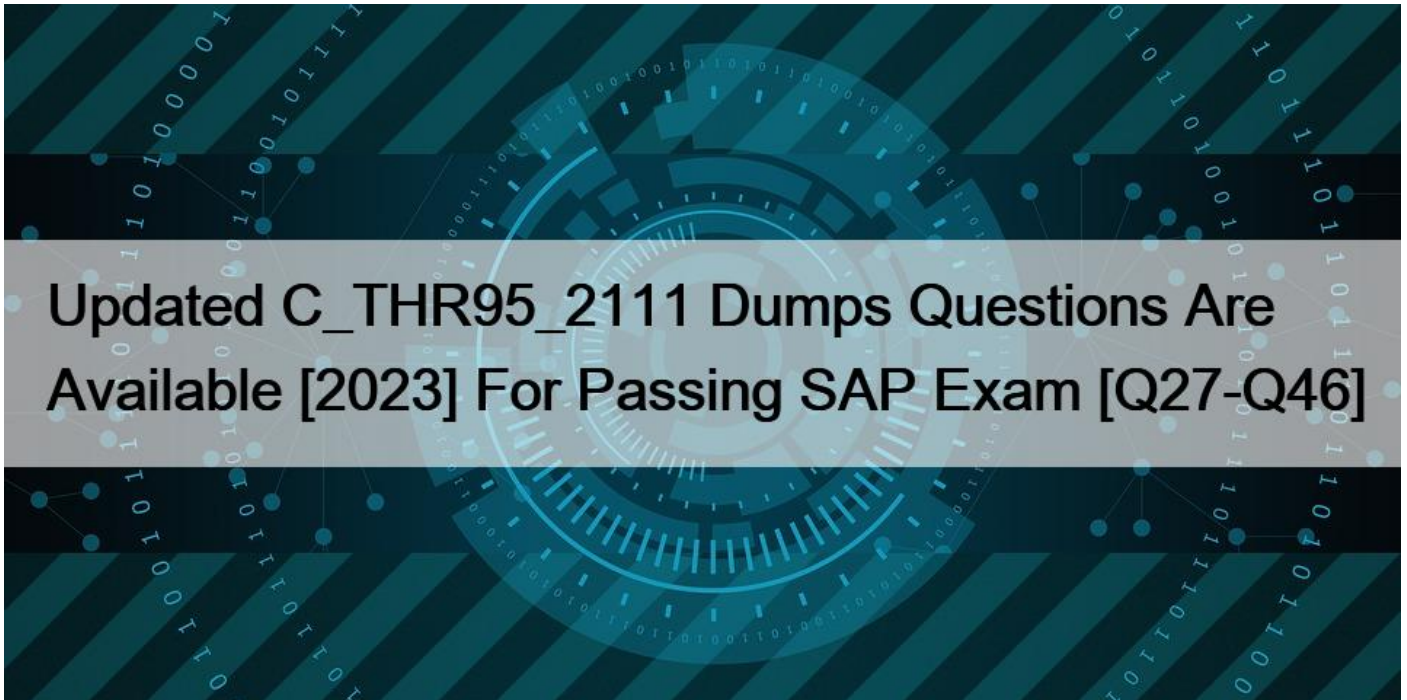

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SAP C_THR95_2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Configure Competencies inside Families and Roles- Assign competencies in the Career WorksheetTopic 2- Identify the necessary permissions for SAP SuccessFactors Mentoring- Export the Career Worksheet Template, edit the Career Worksheet XMLTopic 3- Describe, create, and manage the different types of mentoring programs- Career Development v12 TemplateTopic 4- Create, modify and change the status of a Development Goal, select roles in the Career Worksheet- Determine Capabilities of integrationTopic 5- Enable the Career Development Module, Career Worksheet v12, and Career Path v2- Modify Roles within Career WorksheetTopic 6- Establish Learning Activities, create Group Activities- Create the template in Admin Center, modify the template fieldsTopic 7- Setup the career path object, create the granular security- Select Career Paths for future growth and utilize Career Path

QUESTION 27

Which of the following company settings should be selected when you enable the Best Practice Career Worksheet?

There are 2 correct answers to this question.

Response:
* Career Worksheet V10

* Career Worksheet V12
* Career Worksheet V11
* Career Worksheet

QUESTION 28

Which of the following best practices does SAP SuccessFactors recommend for the Role Readiness Form?

There are 2 correct answers to this question.

Response:
* Verify that your performance ratings are the latest or most recent.
* Include this form in the Dashboard processes that are used for current performance reporting.
* The route map should be Employee –> Employee HR –> Completed
* Do NOT calculate an overall performance rating with this form

QUESTION 29

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?

Please choose the correct answer.

Response:
* Grant the ‘Import/Export’ option to the Career Path in Miscellaneous Permissions.
* Grant the ‘view’ option to the Career Path in Miscellaneous Permissions
* Add the ‘write’ field permission in the Career Worksheet XML.
* Grant the Development Admin permission to the administrator.

QUESTION 30

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.

Response:
* Text Replacement
* Form Template Settings
* Manage Templates
* Company System and Logo Settings

QUESTION 31

Which general settings of the Development v12 template can you modify when you use Admin Center?

There are 3 correct answers to this question.

Response:
* Enter Start and End Date
* Activate Spellcheck

* Add Specific Instructions
* Change the Public/Private Indicator
* Change the Language

QUESTION 32

How are Families and Roles integrated into the Career Worksheet?

There are 3 correct answers to this question.

Response:
* The rating scale used to rate competencies is specific to Families and Roles.
* Roles Being Considered are connected to competencies through Families and Roles.
* The Readiness Thermometer uses competencies which are determined from Families and Roles.
* Current Roles are connected to competencies through Families and Roles

QUESTION 33

To use the transcript feature, what must you set as a default in Provisioning?
* Learning Activitiestemplate
* Goal Plan template
* Development Plan template
* Career Worksheet template

QUESTION 34

How are competencies populated on a Self-Assessment form?

Please choose the correct answer.

Response:
* Competencies populate based on the user’s job code.
* The Suggested Role’s mapped competencies populate the form.
* The Future Role’s mapped competencies populate the form.
* Competencies populate based on the user’s Role in Manage Job Roles.

QUESTION 35

What is the functionality of the Career Development Plan (CDP) Access Permission?
* It gives users access to Manage Career Paths.
* It permissions users to access Development under the Home drop-down.
* It gives users the ability to add goals to their Development Plans.
* It allows users to rate themselves on competencies.

QUESTION 36

Which Career Worksheet feature requires Expected Ratings?

There are 2 correct answers to this question.

Response:
* Role Readiness Meter
* Preferred Next Move
* Competency Gap Graph
* Role Search

QUESTION 37

In order for a rating to populate on the Career Worksheet, what must be true?
* Expected Rating Percentages must be configured.
* The rating scale must be connected to the competency_name field.
* The correct Rating Scale must be coded in XML.
* Ratings must be imported in Provisioning.

QUESTION 38

Regarding Open Enrollment programs, what are possible Mentoring options to make sure that mentors are well-qualified for the mentoring role?

There are 2 correct answers to this question.

Response:
* Peers can complete a 360 Review to assess potential mentors
* Administrator can review uploaded documentation
* Manager can approve
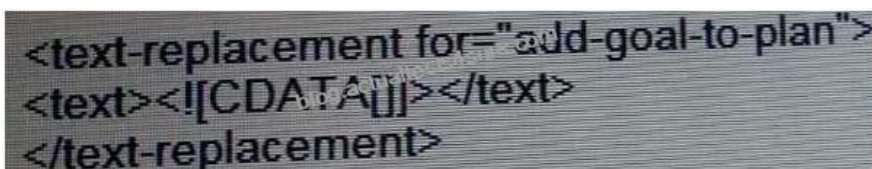* The mentor’s last performance rating is always taken into account

QUESTION 39

The following screenshot shows a Career Path with three role nodes. Which numbers are displayed in each mode? Choose 3.

* Number of people holding this role
* Number of competencies needed for taking the job role
* Number of people who added this role to’ Job roles I’m considering’
* Number of skills needed for taking the job role
* Number of competencies missing to take the job role

QUESTION 40

In the Development Plan XML, the text-replacement for add-goal-to plan is defined but is left blank.

What will happen?

Please choose the correct answer.

Response:
* The default text Create a New Development Goal appears
* The delimiters with blank space appear
* The description for Create a New Development Goal appears
* The Add New button is NOT displayed

QUESTION 41

Custom Development Plan fields can be added in Admin Tools, but which attribute can only be changed via XML?
* id
* required
* reportable

QUESTION 42

Which of the following is true about adding a Career Worksheet to a SuccessFactors instance?

There are 2 correct answers to this question.

Response:
* The Career Worksheet is an XML based template
* If adding a new Career Worksheet, it must be added in Provisioning
* Career Worksheets can be added through Admin Center
* The XML must include code to connect to a Development Plan

QUESTION 43

What are the relationships between job role and job family?

There are 2 correct answers to this question.

Response:
* The job family describes different types of jobs that are mapped to the job role.
* The job role describes different types of jobs that are mapped to the job family.
* Multiple job roles can be mapped to a single job family.
* Multiple job families can be mapped to a single job role.

QUESTION 44

To set the readiness meter for the ‘Job Roles I’m considering’, which template do you update? Please choose the correct answer.
* Development Plan template
* Goal Plan template
* Career Worksheet template

* Learning Activities template

QUESTION 45

Your customer wants to reorder the fields that are displayed in the current Development Plan. Which link do you use in Admin Center?

Please choose the correct answer.

Response:
* Form Template Settings
* Manage Templates
* Import Development Goals
* Manage Data

QUESTION 46

Your customer wants to restrict employees from viewing Department and Division fields on Career Path.

How can you set this up?

Please choose the correct answer.

Response:
* Restrict Target Population for Department and Division fields under Grant this role to.
* Select Read Only for the Business Unit fields under Miscellaneous Permissions
* Select No Access for the Department and Division fields under Miscellaneous Permissions
* Select Read Only for the Department and Division fields under Miscellaneous Permissions.

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