



SAP

C_THR95_2005 Exam

**SAP Certified Application Associate - SAP SuccessFactors
Career Development Planning and Mentoring 1H/2020 Exam**

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Version: 1.0

Question: 1

What settings do you need to activate to integrate Learning Management System with Career Development Planning? There are 3 correct answers to this question.

- A. Enable External Learning User
- B. Provide unique learning URL
- C. Enable Mentoring Program
- D. Enable SucccsFactors learning integration URL
- E. Enable transcript feature

Answer: B D E

Question: 2

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

- A. id
- B. required
- C. reportable

Answer: C

Question: 3

Your customer wants to use the Role Readiness Meter. What actions do you perform in the Career Worksheet XML? There arc 3 correct answers to this question.

- A. Define the correct field
- B. Modify the 'view default' setting
- C. Reference in field-permissions
- D. Reference plan-layout
- E. Modify the 'required' setting

Answer: A C D

Question: 4

What self-assessment form customization options come with a standard CDP implementation? (3

corrects)

- A. Cleaning up permissioning in XML
- B. Defining section weights
- C. Deleting sections in Admin Tools
- D. Adding sections in Admin Tools

Answer: B C D

Question: 5

What actions can an administrator perform within Admin Center -> Manage Templates for a Development Goal Plan?

There are 2 correct answers to this question.

Response:

- A. Enter the instruction text in a selected language.
- B. Create a link to a learning activity template.
- C. Define that goals will be private by default.
- D. Change the development plan start and end date.

Answer: A D

Question: 6

Which search options can an employee use to add roles to the Career Worksheet? There are 2 correct answers to this question.

- A. View suggested roles
- B. Browse job roles
- C. Tool search
- D. Action search

Answer: A B

Question: 7

What is the functionality of the usc-tcxt-for-privacy-'truc" attribute on the Development Plan?

- A. Allows user to make a goal public or private.
- B. Gives Managers the right to view private goals.
- C. Turns the Visibility column to text rather than an icon.
- D. It adds private text fields to the goals.

Answer: C

Question: 8

What is the functionality of the Field Type "cnum"?

- A. column field
- B. drop-down list field
- C. text field
- D. number field

Answer: B

Question: 9

Where should a consultant look for LMS Integration resources? (2 corrects)

- A. HCM Help Portal
- B. SAP Service Marketplace
- C. SAP Integration Services
- D. HCM Cloud Partner Services

Answer: BD

Question: 10

What is the functionality of the Career Development Plan (CDP) Access Permission?

- A. It gives users access to Manage Career Paths.
- B. It permissions users to access Development under the Home drop-down.
- C. It gives users the ability to add goals to their Development Plans.
- D. It allows users to rate themselves on competencies.

Answer: B

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