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Exam : **C_THR95_1911**

Title : SAP Certified Application Associate - SAP SuccessFactors Career Development Planning and Mentoring Q4/2019

Vendor : SAP

Version : DEMO

NO.1 How does the Readiness Meter calculate a Readiness percentage? (2 corrects)

- A. Uses ratings from the last-rated form.
- B. Uses expected ratings of the Target Role.
- C. Uses a formula determined by the CDP Admin.
- D. Uses survey results from Managers.

Answer: A,B

NO.2 Which general settings of the Development v12 template can you modify when you use Admin Center? There are 3 correct answers to this question.

- A. Enter Start and End Date
- B. Change the Language
- C. Change the Public/Private Indicator
- D. Add Specific Instructions
- E. Activate Spellcheck

Answer: A,B,D

NO.3 Which attribute represents the maximum number of roles that users can add in the Career Worksheet XML?

- A. max-per-category
- B. max-per-competency
- C. max-goals
- D. max-length

Answer: A

NO.4 What can you edit on the Goal Creation Notification e-mail template? There are 2 correct answers to this question.

- A. The goal plans which are affected by settings of this notification
- B. The trigger of the notification
- C. The recipient of the notification
- D. The e-mail subject and body of the notification

Answer: A,D

NO.5 Where do you limit access to specific career paths?

Please choose the correct answer.

- A. Role-based Permissions > Field Level Overrides
- B. Configure Object Definitions > Security Section
- C. Configure Object Definitions > Permission Category
- D. Role-based Permissions > Restrict target population

Answer: D

NO.6 As a best practice, SAP recommends password management for corporate users in which of the below instances?

Note: There are 1 correct answers to this question

- A. Onboarding Admin tool
- B. Super Admin
- C. SuccessFactors HCM
- D. Provisioning

Answer: C

NO.7 In order for a rating to populate on the Career Worksheet, what must be true?

- A. Expected Rating Percentages must be configured.
- B. The correct Rating Scale must be coded in XML.
- C. The rating scale must be connected to the competency_name field.
- D. Ratings must be imported in Provisioning.

Answer: B

NO.8 Which of the following modifications can you apply to a development template within Admin Center? (2 corrects)

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

Answer: B,C