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**Exam** : **C-THR95-2405**

**Title** : SAP Certified Associate -  
Implementation Consultant -  
SAP SuccessFactors Career  
Development Planning and  
Mentoring

**Vendor** : SAP

**Version** : DEMO

**NO.1** What is the maximum number of mentoring requests that a mentor can receive at a time for an open enrollment or unsupervised program?

- A. 20
- B. 50
- C. 100
- D. 200

**Answer:** B

**NO.2** Which of the following best practices does SAP SuccessFactors recommend for the Role Readiness form? Note: There are 2 correct answers to this question.

- A. Exclude competency ratings from the form for succession planning.
- B. Define the employee as the only role in the route map.
- C. Avoid calculating an overall performance rating with the form.
- D. Exclude the form in the dashboard processes that are used for current performance reporting.

**Answer:** B,D

**NO.3** What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks and procedures.
- B. Integrate clean core practices in the end-to-end value process chain.
- C. Establish release management.
- D. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- E. Define roles and responsibilities as part of a process transformation office.

**Answer:** A,B,D

**NO.4** Your customer wants to use a Role Readiness form with expected ratings for competencies. What information must your roles have?

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

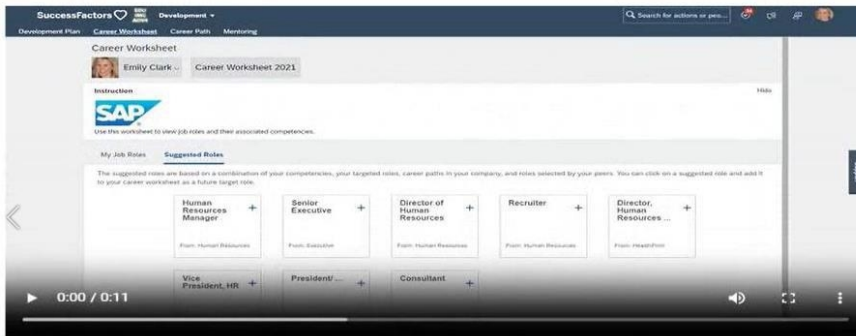
**Answer:** B

**NO.5** Your customer wants to enable the Visibility field within a development plan to indicate whether the goal is public or private. What general setting must you modify in the Development Plan Template XML?

- A. new-obj-share-status-public
- B. swap-goal-link
- C. alerts-viewdefault
- D. use-text-for-privacy

**Answer:** D

**NO.6** 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

**NO.7** Where do users see the suggested successor when they have the Recommended Successors permission in the Career Development Planning category?

- A.** Company Org Chart
- B.** Succession Org Chart
- C.** Talent Pools
- D.** Career Worksheet

**Answer:** B

**NO.8** Your customer wants to add a new value to the Development Goal Status field. What are the methods to add it?

Note: There are 2 correct answers to this question.

- A.** Add the value to the picklist in Picklist Center.
- B.** Add a custom field in Manage Templates.
- C.** Add the value to the status field in Manage Templates.
- D.** Add the value to the status field in the Development Plan XML file.

**Answer:** A,D