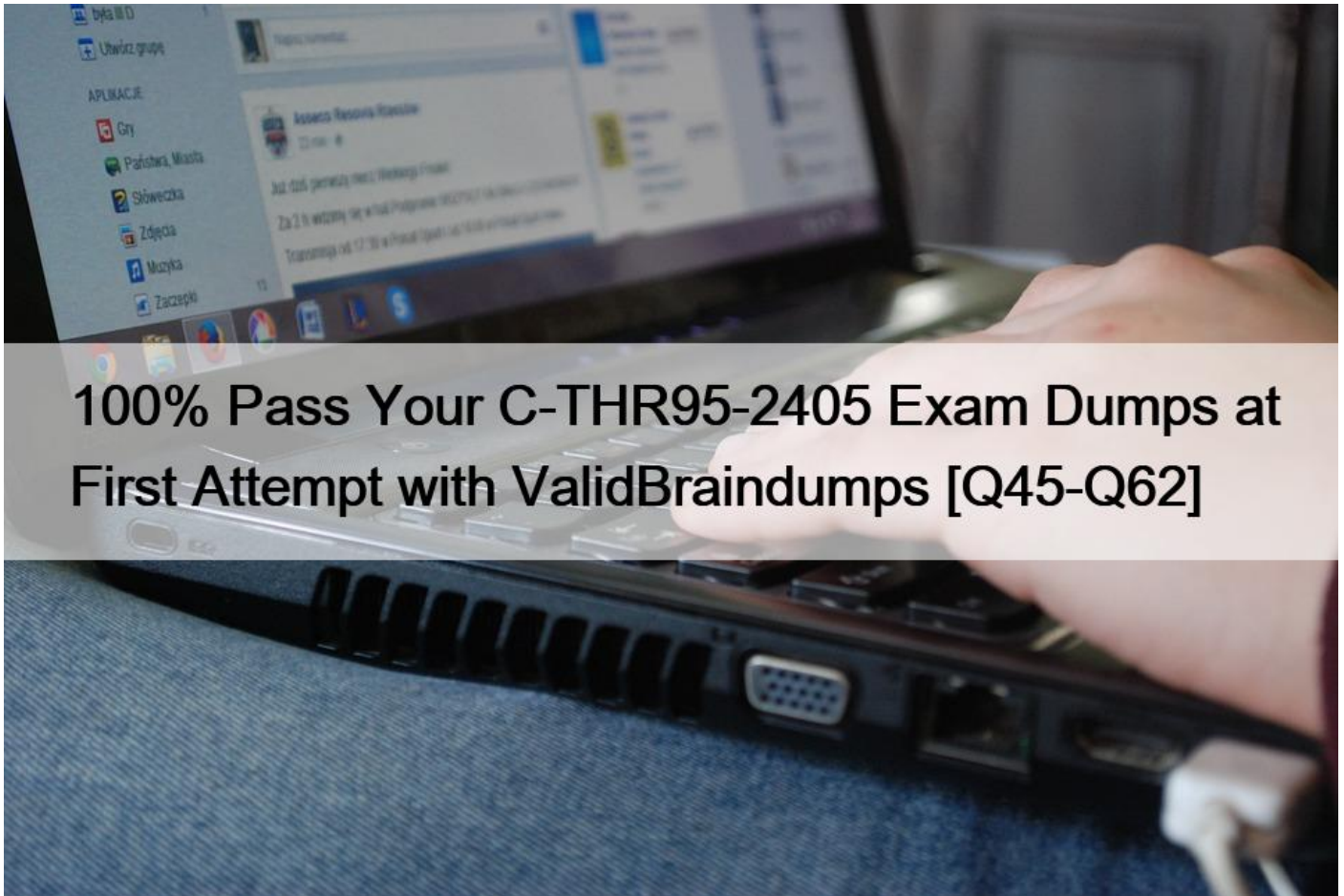


## 100% Pass Your C-THR95-2405 Exam Dumps at First Attempt with ValidBraindumps [Q45-Q62]



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### SAP C-THR95-2405 Exam Syllabus Topics:

TopicDetailsTopic 1- Configuring SAP SuccessFactors Career Development Planning: This topic is all about the Career Development Module, Career Worksheet V12, Career Development V12 Template permissions, and Career Path Miscellaneous permissions.Topic 2- Configuring Learning Activities: This topic deals with establishing Learning Activities, creating Group Activities, and determining Capabilities of integration.Topic 3- Enabling Development Goal Plans: This topic discusses the creation of the Development Goal Plan template in Admin Center. It also focuses on modification of the template fields, the template XML and the template settings.Topic 4- Enabling Career Worksheets and Career Paths: This topic covers sub-topics of Career Worksheet XML, Role Readiness Forms, Suggested Roles, and Career Paths.

### QUESTION 45

When creating a new career path, what must you do?Note: There are 2 correct answers to this question.

- \* Enter an external code.
- \* Enter translations.
- \* Enter a division.
- \* Enter a name.

#### QUESTION 46

Your customer wants to use a calculated expected rating for a competency. What information must you provide? Note: There are 3 correct answer to this question.

- \* Normalized score
- \* Highest score
- \* Lowest score
- \* Expected score
- \* Medium score

#### QUESTION 47

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- \* OData
- \* IDoc
- \* RFC
- \* SOAP

#### QUESTION 48

Which of the following are examples of fields in the Career Worksheet XML template? Note: There are 3 correct answer to this question.

- \* last\_rating
- \* competency\_name
- \* new-role-readiness-calculation
- \* hide-position-count
- \* last\_rated\_form

#### QUESTION 49

What type of mentoring program can be created without defined dates?

- \* Supervised program
- \* Unsupervised program
- \* Employee referral Program
- \* Open enrollment program

#### QUESTION 50

What can be removed with Program Archiving for Mentoring? Note: There are 2 correct answers to this question.

- \* The data from the mentoring reports
- \* Only completed programs
- \* The program from the admin view
- \* Both in-progress and completed programs

### QUESTION 51

This screenshot shows a Career Path with three role nodes. Which numbers are displayed in each node? Note:

There are 3 correct answer to this question.



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

### QUESTION 52

Based on this video, what conclusions can be drawn? Note: There are 2 correct answers to this question.

- \* All 3 targeted roles share at least two competencies among them.
- \* All 3 targeted roles use the same role readiness form templates.
- \* All 3 targeted roles use different role readiness form templates.
- \* The expected ratings for all competencies in all 3 targeted roles have been defined.

### QUESTION 53

Your customer wants to use custom picklists for matching criteria in mentoring programs. What actions do you need to perform? Note: There are 3 correct answer to this question.

- \* Import MDF data from Import and Export Data.
- \* Utilize Program Level Text Replacement.
- \* Select the picklist in the settings of Manage Mentoring Programs.
- \* Import custom labels in Admin Center.
- \* Assign the MDF permission for Configure Object Definition.

### QUESTION 54

What attribute represents the maximum number of roles that users can add in the Career Worksheet XML?

- \* max-per-category
- \* max-goals
- \* max-per-competency
- \* max-length

### QUESTION 55

Which features can be used for suggested roles?Note: There are 3 correct answer to this question.

- \* Proximity of role in career path
- \* Competencies associated with role
- \* Private Goals
- \* Common Job Family
- \* Public Goals

### QUESTION 56

You need to prevent users from selecting multiple competencies when they add a new development goal.What do you need to do?

- \* Set the field-format tag to use behaviors.
- \* Modify the competencies field type in Manage Templates.
- \* Set the field-format tag in the competency field definition.
- \* Set the viewdefault tag to On in the competency field definition.

### QUESTION 57

Which of the following actions are supported when utilizing a legacy learning activity catalog?Note: There are 2 correct answers to this question.

- \* Partial or incremental updates of the learning activities catalog can be loaded.
- \* Learning activities are deleted from the catalog if they are NOT specified in the import file.
- \* Learning activities are updated based on the learning activity GUID.
- \* Multiple learning activity catalogs can be associated with a single development plan.

### QUESTION 58

To set up career paths manually in the system, which options need to be enabled?Note: There are 2 correct answers to this question.

- \* Manage Career Path
- \* General User Permissions
- \* Miscellaneous Permissions
- \* Manage Suggested Roles

### QUESTION 59

What is available to configure in the <plan-layout> element of the Development Plan Template XML?Note:

There are 2 correct answers to this question.

- \* weight
- \* permission
- \* role
- \* refid

### QUESTION 60

Suggested roles are based on a formula that can combine which of the following attributes?Note: There are 3 correct answer to this question.

- \* Proximity of role in career path

- \* Common job role
- \* Common job family
- \* Peer popularity
- \* Mentoring programs

### QUESTION 61

You have launched a new open enrollment program for mentors. What options are available to end users during the enrollment process? Note: There are 2 correct answers to this question.

- \* Define the key dates for the mentoring program.
- \* Set preferences for the maximum number of mentees.
- \* Add localizations for mentoring program text.
- \* Utilize the Save Later button when interrupted.

### QUESTION 62

What do you do to make sure that all development goals are published by default in the People Profile?

- \* Modify the background element.
- \* Add the scorecard in Configure People Profile.
- \* Add a switch in the plan template XML.
- \* Check a box in Manage Template.

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