

## SAP.C\_THR95\_2211.v2023-03-20.q39

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### NEW QUESTION: 1

Your customer wants to utilize the Readiness Meter in Career Worksheet. Which of the following should you consider when including the Readiness Meter for future roles? Note: There are 2 correct answers to this question.

- A. The readiness\_meter field should be defined in the template and referenced in the field-permissions and plan-layout.
- B. The mapped competencies in Families and Roles must have expected ratings and weights.
- C. The new-role-readiness-calculation switch will weigh proportionally each competency rating as a percentage of the expected rating.
- D. The new-role-readiness-calculation switch will set a competency not met to the value of zero.

**Answer:** ([SHOW ANSWER](#))

### NEW QUESTION: 2

Your customer wants to be able to import learning activities with development goals. Which of the following should you consider? Note: There are 2 correct answers to this question.

- A. You can add a learning activity to the LMS catalog.
- B. You can update a custom learning activity from the LMS catalog.
- C. You can import a custom learning activity.
- D. You can import learning activities to non-completed goals.

**Answer:** C,D ([LEAVE A REPLY](#))

### NEW QUESTION: 3

Employees have access to the development plan. The administrator wants to grant access to the Career Worksheet and the Suggested Roles in the Career Development module. Which permissions need to be enabled? Note: There are 2 correct answers to this question.

- A. Career Development Plan Access permission
- B. Career Worksheet Access permission
- C. Career Worksheet Suggested Roles Access permission
- D. Miscellaneous Permissions for Career Path

**Answer: B,C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 4**

Where do you enable Career Worksheet V12?

- A. Import/Update/Export Career Worksheet Templates in Provisioning
- B. Goal Management Feature Settings in Admin Center
- C. Manage Templates in Admin Center
- D. Company Settings in Provisioning

**Answer: D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 5**

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

- A. last\_rating
- B. competency\_name
- C. last\_rated\_form
- D. new-role-readiness-calculation
- E. hide-position-count

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 6**

What actions must you take to integrate a Learning Management System with Career Development Planning? Note: There are 3 correct answer to this question.

- A. Provide a unique learning URI.
- B. Enable External Learning User.
- C. Enable the mentoring program.
- D. Enable the transcript feature.
- E. Enable integration with SAP SuccessFactors Learning.

**Answer: A,D,E ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 7**

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.



- A. Number of competencies missing to take the job role
- B. Number of people who added this role to "Job roles I'm considering"
- C. Number of competencies needed for taking the job role
- D. Number of skills needed for taking the job role
- E. Number of people holding this role

**Answer: C,D,E (LEAVE A REPLY)**

**NEW QUESTION: 8**

Based on this screenshot, if the user selects Cascade delete from the Human Resources Manager role, how many roles will be deleted?



- A. 4
- B. 2
- C. 6
- D. 5

**Answer: C (LEAVE A REPLY)**

**NEW QUESTION: 9**

What are the relationships between job role and job family?Note: There are 2 correct answers to this question.

- A. Multiple job families can be mapped to multiple expected competency ratings.
- B. The job family describes different types of jobs that are mapped to the job role.
- C. Multiple job roles can be mapped to a single job family.
- D. The job role describes different types of jobs that are mapped to the job family.

**Answer:** ([SHOW ANSWER](#))

#### **NEW QUESTION: 10**

Your customer wants to add the Tasks field as a table in their development plan.Where do you make this change?

- A. Form Template Settings in Admin Center
- B. Manage Templates in Admin Center
- C. Learning Activities Template XML
- D. Development Plan Template XML

**Answer:** D ([LEAVE A REPLY](#))

#### **NEW QUESTION: 11**

Your customer wants to include competencies in the development plan template.What are some possible data sources?Note: There are 3 correct answer to this question.

- A. Competencies from Form
- B. Exclude Hidden Role
- C. Specific Library
- D. Competencies from Goal
- E. Multiple Category

**Answer:** A,C,E ([LEAVE A REPLY](#))

#### **NEW QUESTION: 12**

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

**Answer:** B,D ([LEAVE A REPLY](#))

#### **NEW QUESTION: 13**

What can you see with the Mentoring Program Details icon?Note: There are 2 correct answers to this question.

- A. The number of mentees and the number of mentors who signed up
- B. The number of mentors who are currently unavailable

- C. The number of mentees who were approved by their managers
- D. The number of mentees and the number of mentors who declined

**Answer: A,D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 14**

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.

- A. permission
- B. refid
- C. role
- D. weight

**Answer: B,D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 15**

Your client uses the Career Worksheet and wants to update the instructional text.What do you need to do?

- A. Edit the field in the development plan template in Admin Center.
- B. Modify the text in the development plan template in Admin Center.
- C. Modify the field in the Career Worksheet XML.
- D. Edit the text-replacement tag in the Career Worksheet XML.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 16**

Which templates could be available under the Goal Plan Permissions section of a permission role?Note:

There are 3 correct answer to this question.

- A. A learning activity template
- B. A career worksheet template
- C. A mentoring template
- D. A development plan template
- E. A role readiness form template

**Answer: A,B,D ([LEAVE A REPLY](#))**

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**NEW QUESTION: 17**

What can you see with the Mentoring Program Details icon?Note: There are 2 correct answers to this question.

- A. The number of mentees who were approved by their managers
- B. The number of mentors who are currently unavailable
- C. The number of mentees and the number of mentors who declined
- D. The number of mentees and the number of mentors who signed up

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 18**

What additional functionality integrates with mentoring?Note: There are 2 correct answers to this question.

- A. TBH positions
- B. Qualtrics
- C. Achievements
- D. SAP Jam

**Answer:** A,D ([LEAVE A REPLY](#))

**NEW QUESTION: 19**

Which of the following are initial configurations to enable Career Worksheet?Note: There are 2 correct answers to this question.

- A. Upload a new career worksheet template from Provisioning.
- B. Upload a new career worksheet template from Form Template Settings.
- C. Grant Permissions under User Permissions > Goals > Goal Plan Permissions.
- D. Grant Permissions under Administrator Permissions > Manage Career Development > Development Admin.

**Answer:** A,C ([LEAVE A REPLY](#))

**NEW QUESTION: 20**

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

- A. Common job role
- B. Proximity of role in career path
- C. Peer popularity
- D. Mentoring programs
- E. Common job family

**Answer:** B,C,E ([LEAVE A REPLY](#))

**NEW QUESTION: 21**

With the deep link functionality, where can users go directly?Note: There are 2 correct answers to this question.

- A. Career Worksheet Current Role, but NOT Targeted Roles
- B. Career Worksheet Targeted Roles, but NOT Current Role
- C. Career Worksheet and Current Role
- D. Development Plan and Mentoring

**Answer: C,D ([LEAVE A REPLY](#))**

**NEW QUESTION: 22**

Which general settings of the Development V12 template can you modify when you use Admin Center?Note: There are 2 correct answers to this question.

- A. Enter start and end date.
- B. Add specific instructions.
- C. Activate spellcheck.
- D. Change the Public/Private indicator.

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 23**

When you add a suggested role, where does the role appear?

- A. Browse Job Roles
- B. Role Readiness Form
- C. Job Roles I'm Considering
- D. My Current Roles

**Answer: C ([LEAVE A REPLY](#))**

**NEW QUESTION: 24**

Why do employees use the Career Worksheet?Note: There are 2 correct answers to this question.

- A. To view required competencies for each role
- B. To display the required position code description
- C. To understand the required efforts to move to the future role
- D. To display the expected rating of the record compared to the future rating

**Answer: A,C ([LEAVE A REPLY](#))**

**NEW QUESTION: 25**

Which permissions are necessary for a mentoring administrator to create and test a new program?Note:

There are 2 correct answers to this question.

- A. Manage Mentoring Programs
- B. Mentoring Programs Access Permission

- C. Mentoring Program Text Replacement Option
- D. Mentoring Program Configuration

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 26**

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

- A. Competencies associated with role
- B. Common Job Family
- C. Private Goals
- D. Proximity of role in career path
- E. Public Goals

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 27**

Your customer wants to make custom fields reportable in a development template.What action must you take?

- A. Change the XML of the specific development plan template.
- B. Set up a job in Job Scheduler in Provisioning.
- C. Modify Processes and Forms in Admin Center.
- D. Create an ad-hoc report in Admin Center.

**Answer:** A ([LEAVE A REPLY](#))

**NEW QUESTION: 28**

An employee wants to insert a forward-progression role to the right of the current node.What option can the employee use to update the Career Path?

- A. Replace node with a new role.
- B. Add a lead-from role.
- C. Add a peer role.
- D. Add a lead-to role.

**Answer:** D ([LEAVE A REPLY](#))

**NEW QUESTION: 29**

Your customer wants you to remove the number of open positions displayed in the Career Worksheet v12.Which activities do you need to perform?Note: There are 2 correct answers to this question.

- A. Set the hide-position-count switch code to on.
- B. Change the nomination method from MDF to Legacy Position.
- C. Set the hide-position-count switch code to off.
- D. Obtain the latest career worksheet template from Provisioning.

**Answer:** A,C ([LEAVE A REPLY](#))

**NEW QUESTION: 30**

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

- A. The data from the mentoring reports
- B. The program from the admin view
- C. Both in-progress and completed programs
- D. Only completed programs

**Answer: A,C (LEAVE A REPLY)**

**NEW QUESTION: 31**

Your customer wants to capture the competency rating from the Role Readiness form launched within the Career Worksheet.What competencies are rated?Note: There are 2 correct answers to this question.

- A. Competencies associated with the current role
- B. Competencies from Interview Assessment
- C. Competencies associated with the future role
- D. Competencies from Learning Management

**Answer: C,D (LEAVE A REPLY)**

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**NEW QUESTION: 32**

Which of the following are valid development plan template IDs?Note: There are 2 correct answers to this question.

- A. 4001
- B. 4201
- C. 2021
- D. 2001

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 33**

Your customer wants you to add a Role Readiness form in different locales.Where do you add the following tag block in the Career Worksheet template?<self-assessment><self-assessment>

<each- assessment lang="locale">form ID</each-assessment> </self-assessment> <self-assessment>Note:

There are 2 correct answers to this question.

- A. Before <obj-plan-start>
- B. After <text-replacement>
- C. Before the first field-definition
- D. After <field-definition>

**Answer: B,C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 34**

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. 100
- C. 50
- D. 200

**Answer: A ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 35**

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.

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

**Answer: A,B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 36**

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.

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

**Answer: A,B,D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 37**

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

- A. The expected ratings for all competencies in all 3 targeted roles have been defined.

- B. All 3 targeted roles use different role readiness form templates.
- C. All 3 targeted roles share at least two competencies among them.
- D. All 3 targeted roles use the same role readiness form templates.

**Answer: C,D ([LEAVE A REPLY](#))**

**NEW QUESTION: 38**

Where do users see the suggested successor when they have the Recommended Successors permission in the Career Development Planning category?

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

**Answer: C ([LEAVE A REPLY](#))**

**NEW QUESTION: 39**

Your customer wants to have the option to display and create development goals from the Career Worksheet. Which of the following configuration requirements are needed to achieve this? Note:

There are 3 correct answer to this question

- A. The Career Worksheet default template must have a competency field.
- B. The development\_goals field must be defined in the development plan.
- C. The development\_goals field must be defined in Career Worksheet.
- D. The development plan default template must have a competency field
- E. The development\_goals field must be defined in field-permission.

**Answer: ([SHOW ANSWER](#))**

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