



# QUESTION & ANSWER

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**Exam** : **C\_THR95\_2311**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors Career  
Development Planning and  
Mentoring 2H/2023

**Version** : DEMO

1. Your customer wants you to enable the Preferred Next Move feature in the People Profile and the Career Worksheet.

Which activities do you perform? Note: There are 2 correct answers to this question.

- A. Set the data-field id="Title" in the background element from Succession Data Model XML.
- B. Set the title and relocPref fields defined in the background element as required in the Succession Data Model.
- C. Set the data-field id="title" in the background element from Succession Data Model XML.
- D. Set the share permission for one or more relative roles in the Career Worksheet template.

**Answer:** A D

2. Within Role-Based Permissions, where is the most likely place you would go to hide sensitive fields for the Career Path object?

- A. Metadata Framework Permissions
- B. Manage Foundation Objects Permission
- C. Miscellaneous Permissions
- D. MDF Foundation Objects Permissions

**Answer:** C

3. What can you configure from the General Settings section in Manage Template? Note: There are 2 correct answers to this question.

- A. The career worksheet to which the development plan is connected
- B. The option to make goals private or public by default, as text or icon
- C. The start and end dates that will default for all goals added to the plan
- D. The instructions that appear at the top of the development plan

**Answer:** C D

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

**Answer:** B D E

5. Which of the following key elements can be displayed on the Role node in the Career Path? Note: There are 3 correct answer to this question.

- A. Job code
- B. Number of people holding this role
- C. Expected competency rating
- D. Number of successors for this role
- E. Number of skills needed to take the job role

**Answer:** A B C