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**Exam** : **C-THR95-2205**

**Title** : Certified Application Associate  
- SAP SuccessFactors Career  
Development Planning and  
Mentoring 1H/2022

**Vendor** : SAP

**Version** : DEMO

**NO.1** An employee wants to save a new development goal and receives the error message "Comment is required". The comment field CANNOT be accessed. What must you add in the Development Plan XML?

- A. The transcript-disable-fancy-pod switch
- B. The field permission
- C. The threaded-feedback switch
- D. The action permission

**Answer:** B

**NO.2** Which of the following are valid development plan template IDs? Note: There are 2 correct answers to this question.

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

**Answer:** A,D

**NO.3** After the Career Path V2 is enabled in Provisioning, where do you set up the career path to be secured?

- A. Manage Templates
- B. Edit Org Chart Configuration
- C. Configure Object Definition
- D. Import/Export Data Model

**Answer:** C

**NO.4** Why do employees use the Career Worksheet? Note: There are 2 correct answers to this question.

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

**Answer:** C,D

**NO.5** What additional functionality integrates with mentoring? Note: There are 2 correct answers to this question.

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

**Answer:** A,B

**NO.6** 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. Utilize Program Level Text Replacement.
- B. Import MDF data from Import and Export Data.
- C. Import custom labels in Admin Center.
- D. Assign the MDF permission for Configure Object Definition.
- E. Select the picklist in the settings of Manage Mentoring Programs.

**Answer:** C,D,E

**NO.7** 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 development\_goals field must be defined in the development plan.
- B. The development\_goals field must be defined in field-permission.
- C. The development\_goals field must be defined in Career Worksheet.
- D. The Career Worksheet default template must have a competency field.
- E. The development plan default template must have a competency field

**Answer:** A,B,D

**NO.8** Your customer needs a form-based data source filter for the Career Worksheet. What tag can you use?

- A. last-completed form
- B. assessment-filters
- C. self-assessment
- D. each-assessment

**Answer:** B