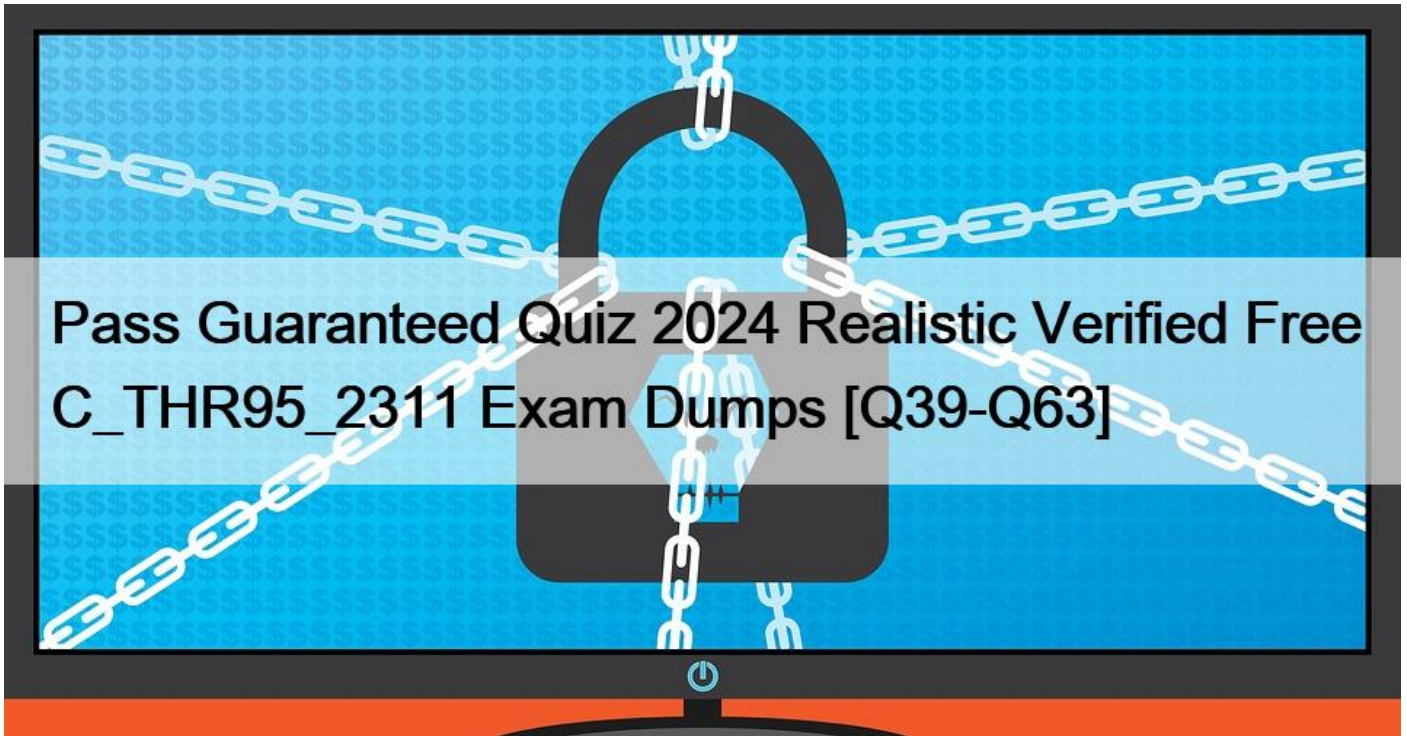


Pass Guaranteed Quiz 2024 Realistic Verified Free C_THR95_2311 Exam Dumps [Q39-Q63]



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Free SAP Certified Application Associate C_THR95_2311 Ultimate Study Guide (Updated 83 Questions)

NO.39 Which of the following are valid development plan template IDs?Note: There are 2 correct answers to this question.

- * 4001
- * 2021
- * 4201
- * 2001

NO.40 What is the maximum number of mentoring requests that a mentor can receive at a time for an open enrollment or unsupervised program?

- * 20
- * 50
- * 100
- * 200

NO.41 While creating a new development goal, you notice that the Start Date and End Date fields are prepopulated.

How is this set up?Note: There are 3 correct answer to this question.

- * Development plans can have start dates set using <obj-plan-start>.
- * Development plans can have start dates set using <obj-plan-due>.
- * Development plans from the SuccessStore have start and end dates set by default.

- * Development plans can have start and end dates set in the attribute type=;date;
- * Development plans can have start and end dates set in General Settings.

NO.42 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 answers 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.

NO.43 In the Development module, how is the Coaching Advisor used?

- * To help users select a future role
- * To help users identify a mentor
- * To help users when they create a new development goal
- * To help users view the gap between the current competency rating and the expected rating

NO.44 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.

- * Competencies associated with the current role
- * Competencies from Interview Assessment
- * Competencies from Learning Management
- * Competencies associated with the future role

NO.45 What is the limit to the number of employees that can be added to a supervised mentoring program?

- * 3000 mentors and mentees in total
- * 3000 mentors and 3000 mentees
- * 500 mentors and 500 mentees
- * 200 mentors and mentees in total

NO.46 Where can users view their potential future roles?

- * Competency Match
- * Career Path
- * Gap Graph
- * Readiness Meter

NO.47 Which of the following are examples of fields in the Career Worksheet XML template? Note: There are 3 correct answers to this question.

- * last_rating
- * competency_name
- * new-role-readiness-calculation
- * hide-position-count
- * last_rated_form

NO.48 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.

NO.49 Which fields are mandatory for catalog learning in the Learning Activity template?Note: There are 3 correct answer to this question.

- * dev_goals
- * learning-activity-deep-link
- * activity
- * completed_date
- * assignee

NO.50 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”

NO.51 Where can you see a development goal plan field label, which you would NOT see otherwise, when showlabel=”true”?”?

- * In the development goal pop-up window when creating a new goal from the library
- * In the development goal plan layout when the field is NOT at the top of the column
- * In the development goal block in People Profile when editing an existing goal
- * In the development goal section of a PM form when the plan is synchronized with the form

NO.52 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 consultant can increase the value for <max-per-category> in the career worksheet XML.
- * A user can remove the Human Resources Manager on the My Job Roles tab.
- * An administrator can add the Vice President of HR to any Career Path that contains the Human Resources Manager role.
- * A user can remove the Human Resources Manager on the Suggested Roles tab.

NO.53 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.

- * Job code
- * Number of people holding this role
- * Expected competency rating
- * Number of successors for this role

- * Number of skills needed to take the job role

NO.54 You add a role to your career worksheet that has two competencies: Customer Focus and Communication. The scale on the career worksheet is a 5 point scale (lowest score 1 and highest score 5). For the Customer Focus competency, the expected rating is 4 and your last rating is 3. For the Communication competency, the expected rating is 4 and your last rating is 3. What is the result in the readiness meter? Note: There are 2 correct answers to this question.

- * With the new role readiness calculation, the result is a higher score than with the old role readiness calculation.
- * With the old role readiness calculation, the result is a score of 75% which is higher than the new calculation.
- * With the old role readiness calculation, the result is a score of 0% which is lower than the new calculation.
- * With the new role readiness calculation, the result is a lower score than with the old role readiness calculation.

NO.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

NO.56 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

NO.57 What can you configure from the General Settings section in Manage Template? Note: There are 2 correct answers to this question.

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

NO.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

NO.59 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.

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

NO.60 Based on this screenshot, what will a user see after clicking on Expected Rating %? Note: There are 3 correct answer to this question.



- * A button labeled Compute
- * A field labeled Highest Score
- * A button labeled Import Overall Scores
- * A button labeled Download
- * A field labeled Lowest Score

NO.61 Your customer wants to make custom fields reportable in a development template. What action must you take?

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

NO.62 Based on this image, what configuration items must be in use for this development plan? Note: There are 2 correct answers to this question.



- * This development plan must be referencing a Learning Activities template.
- * This development plan must be using more than one field of type competency.
- * This development plan must be integrated with an SAP SuccessFactors Learning Management System.
- * This development plan must be using at least one custom field.

NO.63 Which Provisioning options are required when you enable Career Path V2?Note: There are 2 correct answers to this question.

- * Enable Administrative Domains
- * Enable Generic Objects
- * Enable Attachment Manager
- * Enable Group Goals

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