

SAP.C-THR95-2111.v2022-10-17.q98

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NEW QUESTION: 1

Your customer wants to see the competencies in the Career Worksheet. Where do the competencies originate?

Please choose the correct answer.

Response:

- A. Future Role
- B. Suggested Role
- C. Development Plan
- D. Current Role

Answer: D (LEAVE A REPLY)

NEW QUESTION: 2

Where should a consultant look for LMS Integration resources?

There are 2 correct answers to this question.

Response:

- A. SAP Service Marketplace
- B. HCM Help Portal
- C. HCM Cloud Partner Services
- D. SAP Integration Services

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 3

Which of the following best practices does SAP SuccessFactors recommend for the Role Readiness Form?

Choose 2.

- A. The route map should be Employee B Employee HR & Completed
- B. Include this form in the Dashboard processes that are used for current performance reporting.
- C. Do NOT calculate an overall performance rating with this form
- D. Verify that your performance ratings are the latest or most recent.

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 4

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

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

Answer: (SHOW ANSWER)

NEW QUESTION: 5

Which other provisioning options must you select when you enable Career Path v2? There are 2 correct answers to this question.

- A. Enable Generic Object
- B. Enable Attachment Manager
- C. Enable Administrative Domains
- D. Enable Group Goals

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 6

Your customer wants to use Career Path v2. Which activities do you perform in Admin Center?

There are 3 correct answers to this question.

Response:

- A. Enable the Generic Object
- B. Define the Miscellaneous Permissions
- C. Enable Career Path v2
- D. Set Security within the Career Path object
- E. Grant the Configure Object Definition permission

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 7

In the Development Plan XML, the text-replacement for add-goal-to plan is defined but is left blank. What will happen?

- A. The default text Create a New Development Goal appears
- B. The Add New button is NOT displayed
- C. The description for Create a New Development Goal appears
- D. The delimiters with blank space appear

Answer: A (LEAVE A REPLY)

NEW QUESTION: 8

An employee of your customer receives the following error when accessing a Career Worksheet tab: 'No CareerWorksheet currently exists for your account. Please contact your Administrator for more information.

What permission is NOT granted to the user?

- A. Career Worksheet Goal Plan permission
- B. Career Development Plan Access permission
- C. Manage Career Path permission
- D. Career Worksheet Suggested Roles Access permission

Answer: A (LEAVE A REPLY)

NEW QUESTION: 9

Within Admin Center, where can the Administrator select picklists to make available for use in Mentoring Programs?

Please choose the correct answer.

Response:

- A. Form Template Settings
- B. Manage Suggested Roles
- C. Manage Mentoring Programs

Answer: C (LEAVE A REPLY)

NEW QUESTION: 10

As a best practice, SAP recommends password management for corporate users in which of the below instances?

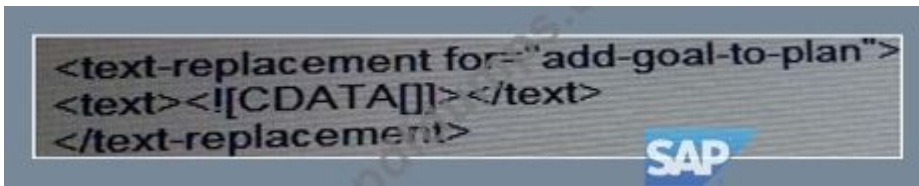
Note: There are 1 correct answers to this question

- A. Provisioning
- B. Onboarding Admin tool
- C. Super Admin
- D. SuccessFactors HCM

Answer: D (LEAVE A REPLY)

NEW QUESTION: 11

In the Development Plan XML, the text-replacement for add-goal-to plan is defined but is left blank.



```
<text-replacement for='add-goal-to-plan'>
<text><![CDATA[]]></text>
</text-replacement>
```

What will happen?

Please choose the correct answer.

Response:

- A. The Add New button is NOT displayed
- B. The delimiters with blank space appear
- C. The description for Create a New Development Goal appears
- D. The default text Create a New Development Goal appears

Answer: D (LEAVE A REPLY)

NEW QUESTION: 12

Which permission would need to be removed from the Development Plan XML in order to keep all goals private?

- A. "share" permission
- B. "public-access" permission
- C. "move" permission
- D. "visibility" permission

Answer: A (LEAVE A REPLY)

NEW QUESTION: 13

Where do you export the Development Plan template to change the XML?

Please choose the correct answer.

Response:

- A. Provisioning -> Import/Update/Export Development Plan Template
- B. Admin Center -> Development -> Manage Templates
- C. Admin Center -> Company Settings
- D. Provisioning -> Company Settings

Answer: A (LEAVE A REPLY)

NEW QUESTION: 14

Your customer wants to use the Role Readiness Meter. What actions do you perform in the Career Worksheet XML?

There are 3 correct answers to this question.

Response:

- A. Modify the 'viewdefault' setting
- B. Reference in field-permissions

- C. Define the correct field
- D. Reference plan-layout
- E. Modify the 'required' setting

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

NEW QUESTION: 15

How does the system know which form to launch when a user clicks the appropriate button on the Career Worksheet?

- A. The form ID is coded in Admin Tools.
- B. The form ID is coded on the Career Worksheet XML.
- C. The user has permission to launch the self-assessment form.
- D. The user chooses the form ID after clicking the button.

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

NEW QUESTION: 16

An employee of your customer hovers the mouse over the role and clicks the yellow star in View Career Path. Where is the role added?

Please choose the correct answer.

Response:

- A. Roles I'm Considering
- B. Next Role
- C. My Current Roles
- D. Suggested Roles

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

From which of the following Template ID ranges must you assign a number to a Career Worksheet v12?

Please choose the correct answer.

Response:

- A. 2000 - 2999

B. 4000 - 4999

C. 5000 - 5999

D. 0001 - 0999

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

NEW QUESTION: 18

When working with Development Plan fields, what can be done in Admin Tools? (3 corrects)

A. Re-order fields.

B. Add new table columns to table fields.

C. Change permissions for fields.

D. Add new values to enum fields.

E. Remove fields.

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

NEW QUESTION: 19

Which general settings of the Development v12 template can you modify when you use Admin Center?

There are 3 correct answers to this question.

Response:

A. Activate Spellcheck

B. Change the Public/Private Indicator

C. Add Specific Instructions

D. Enter Start and End Date

E. Change the Language

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

NEW QUESTION: 20

Where do you export the Development Plan template to change the XML?

A. Provisioning - CompanySettings

B. Provisioning - Import/Update/Export Development Plan Template

C. Admin Center - Development - Manage Templates

D. Admin Center - Company Settings

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

NEW QUESTION: 21

Where do you navigate to import expected ratings for competencies in Admin Center?

A. Import Development Goals

B. Import Job Roles

C. Import/Export/Update Development Plan Template

D. Import/Export/Update Learning Activities Template

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

NEW QUESTION: 22

Your customer wants to restrict employees from viewing Department and Division fields on Career Path. How can. How can you set this up?

A. Select 'Read Only' for the Business Unit fields under 'Miscellaneous Permissions'.

B. Select 'No Access' for the Department and Division fields under 'Miscellaneous Permissions'.

C. Select 'Read Only' for the Department and Division fields under 'Miscellaneous Permissions'.

D. Restrict Target Population for Department and Division fields under 'Grant this role to'.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

An employee sees a yellow triangle icon next to a goal on the development goal plan

A. Goal was modified by another employee

B. Goal was viewed by the employee.

C. Goal was shared by the manager.

D. Goal was viewed by the manager

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

NEW QUESTION: 24

Your customer wants you to remove the number of positions displayed in the Career Worksheet v12?

What activities do you need to perform?

There are 2 correct answers to this question.

Response:

A. Remove the hide-position-count switch code

B. Export the Career Worksheet XML from Provisioning

C. Set the hide-position-count switch code to 'off'

D. Set the hide-position-count switch to 'on'

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

NEW QUESTION: 25

How do competencies populate the standard "competency" field? (3 corrects)

A. The user's job code determines the competencies that will populate.

B. Competencies can populate via a form.

C. Competencies can appear based on a library.

D. Competencies that are properly permissioned will populate.

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

NEW QUESTION: 26

Which background element can be configured to populate the role name of a chosen Future Role on the Employee Profile?

- A. preferredNextMove
- B. preferredFutureRole
- C. preferredNextRole
- D. preferredNextJob

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

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

Please choose the correct answer.

Response:

- A. max-per-category
- B. max-goals
- C. max-per-competency
- D. max-length

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

NEW QUESTION: 28

Your customer wants to use the Role Readiness Form. Which modules are required?

There are 2 correct answers to this question.

Response:

- A. Employee Central
- B. Performance Management
- C. Career Development Planning
- D. Succession Planning

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

NEW QUESTION: 29

In a Development Plan field-definition, what is the functionality of the attribute view default="off"?

- A. It forces the user to click the field name in order to edit the field.
- B. It allows the user to see editable fields in the edit pop-up window.
- C. It forces the user to click the field name in the Display in order to see it on the layout.
- D. It allows the user to accept default values for each field in the goal.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

What permissions allows users to decide which key elements can be viewed on the CareerPath?

- A. Configure Career Path Node
- B. Goal Permissions
- C. Miscellaneous Permissions
- D. Manage Career Path

Answer: C (LEAVE A REPLY)

NEW QUESTION: 31

With the localization for mentoring custom text, what can be translated?

There are 2 correct answers to this question.

Response:

- A. Mentor document upload instruction
- B. Program Description
- C. Mentoring Program image
- D. Matching questions for mentors but not those for mentees

Answer: A,B (LEAVE A REPLY)

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NEW QUESTION: 32

How are competencies populated on aSelf-Assessment form?

- A. Competencies populate based on the user's Role in Manage Job Roles.
- B. The Future Role's mapped competencies populate the form.
- C. The Suggested Role's mapped competencies populate the form.
- D. Competencies populate based on the user's job code.

Answer: (SHOW ANSWER)

NEW QUESTION: 33

To use the Transcript feature with LMS integrations, customers must have:

- A. Properly formatted Learning Activity Template
- B. Transcript permissions applied
- C. Integrated Career Paths

D. Fancy Pods disabled

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

To set up career paths manually in the system, which options must you select?

There are 2 correct answers to this question.

Response:

A. Form Template Settings

B. Miscellaneous Permissions

C. Manage Templates

D. Manage Career Paths

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

NEW QUESTION: 35

Where is the option to include the role name in the title of the role readiness form?

Please choose the correct answer.

Response:

A. Provisioning > Company Settings

B. Provisioning > Form Template Administration

C. Admin Center > Company System and Logo Settings

D. Admin Center > Form Template Settings

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

NEW QUESTION: 36

Which of the following options must you select to enable Career Paths in the Career Development Planning module? Choose 3

A. Enable Career Path v2

B. Career Worksheet V12

C. Enable Mentoring Program

D. Enable the Attachment Manager

E. Enable Generic Objects

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

NEW QUESTION: 37

Your customer wants to see the competencies in the Career Worksheet. Where do the competencies originate?

A. Current Role

B. Suggested Role

C. Development Plan

D. Future Role

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

Where do you limit access to specific career paths?

Please choose the correct answer.

Response:

- A. Configure Object Definitions > Permission Category
- B. Role-based Permissions > Field Level Overrides
- C. Configure Object Definitions > Security Section
- D. Role-based Permissions > Restrict target population

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

NEW QUESTION: 39

What are the relationships between job role and job family? Choose 2.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 40

Your customer wants you to enable the Preferred Next Move feature in the Employee Profile. Which activities do you perform? Choose 2.

- A. Define the correct background element in the Succession Data Model
- B. Set the 'xShare' permission for relative roles in the Career Worksheet Template.
- C. Set any field in the standard element as required in the Succession Data Model
- D. Set the 'edit' permission to the Preferred Next Move in Employee Views

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

NEW QUESTION: 41

Which search options can an employee use to add roles to the Career Worksheet? There are 2 correct answers to this question.

- A. Action search
- B. View suggested roles
- C. Tool search
- D. Browse job roles

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 42

Which ad hoc report is used with CDP?

- A. Development Plan
- B. Career Worksheet

- C. Development Goal
- D. Career Development Planning

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

NEW QUESTION: 43

How does the Readiness Meter calculate a Readiness percentage? (2 corrects)

- A. Uses survey results from Managers.
- B. Uses expected ratings of the Target Role.
- C. Uses a formula determined by the CDP Admin.
- D. Uses ratings from the last-rated form.

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

NEW QUESTION: 44

Which of the following SAP Successfactors modules share the goal notification templates?

There are 2 correct answers to this question.

Response:

- A. Performance Management
- B. Goal Management
- C. Succession
- D. Career Development Planning

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 45

In relationship to Employee Central data, what do Advanced Reporting Categories consist of?

Note: There are 1 correct answers to this question

- A. Portlets, MDF objects, and Foundation objects
- B. Portlets, tables and columns
- C. Tables, MDF objects, and Foundation objects
- D. Logically grouped tables and columns

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 46

You need to make changes to the fields in the Career Worksheet. How do you export the Career Worksheet template?

- A. Go to Admin Center and click Form Template Settings
- B. Go to Admin Center and click Manage Templates
- C. Navigateto Provisioning and find the Managing Project Team Templates.
- D. Navigate to Provisioning and find the Managing Plan Template.

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

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NEW QUESTION: 47

Which other provisioning options must you select when you enable Career Path v2?

There are 2 correct answers to this question.

Response:

- A. Enable Attachment Manager
- B. Enable Generic Object
- C. Enable Administrative Domains
- D. Enable Group Goals

Answer: (SHOW ANSWER)

NEW QUESTION: 48

Which of the following is true about adding a Career Worksheet to a SuccessFactors instance? (2 corrects)

- A. If adding a new Career Worksheet, it must be added in Provisioning.
- B. Career Worksheets must be added through Admin Tools.
- C. There should only one active Career Worksheet in an instance.
- D. The XML must include code to connect to a Development Plan.

Answer: (SHOW ANSWER)

NEW QUESTION: 49

Which of the following field IDs are configurable standard fields in the Career Worksheet XML?

There are 3 correct answers to this question.

Response:

- A. Last_rated_date
- B. Competency_name
- C. Future_role
- D. Last_rating
- E. Dev_goals

Answer: A,B,D (LEAVE A REPLY)

NEW QUESTION: 50

Your customer receiving goal notifications and asks you to turn off this feature. Where do you perform this action in Admin Center?

Please choose the correct answer.

Response:

- A. E-mail Notification Template Settings
- B. Goal Management Feature Settings
- C. Manage Templates
- D. Event Notification Subscription

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

NEW QUESTION: 51

An employee selects the Development module from the SAP SuccessFactors homepage. The employee receives this error message 'No Goal plan currently exists for your account. Please contact your Administrator for more information'.

Which permission do you enable to resolve the issue?

Please choose the correct answer.

Response:

- A. Goal Plan permission
- B. Career Development Plan permission
- C. Development Plan permission
- D. Career Worksheet permission

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

NEW QUESTION: 52

You are defining competency sources. Which competency-filter sources can you use to exclude competencies when the user creates a development goal?

There are 3 correct answers to this question.

Response:

- A. Processes
- B. Forms
- C. Positions
- D. Roles
- E. Libraries

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 53

Which is an example of a Standard Development Plan field that cannot be added in Admin Tools?

There are 2 correct answers to this question.

Response:

- A. milestones
- B. name
- C. state
- D. tasks

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

NEW QUESTION: 54

How are Families and Roles integrated into the Career Worksheet? (3 corrects)

- A. Roles Being Considered are connected to competencies through Families and Roles.
- B. The rating scale used to rate competencies is specific to Families and Roles.
- C. The Readiness Thermometer uses competencies which are determined from Families and Roles.
- D. Current Roles are connected to competencies through Families and Roles.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 55

How do competencies populate the standard "competency" field in the Competency Gap graph?

There are 2 correct answers to this question.

Response:

- A. Competencies can populate via a form like Role Readiness
- B. Competencies that are properly permissioned will populate
- C. The user's job description determines the competencies that will populate
- D. Competencies can appear based on a Self-Assessment form

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

NEW QUESTION: 56

An employee selects the Development module from the SAP SuccessFactors homepage. The employee receives this error message 'No Goal plan currently exists for your account. Please contact your Administrator for more information'. Which permission do you enable to resolve the issue?

- A. Career Development Plan permission
- B. Goal Plan permission
- C. Development Plan permission
- D. Career Worksheet permission

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 57

Which fields are mandatory for Catalog Learning in the Learning Activity template?

There are 3 correct answers to this question.

Response:

- A. Type
- B. Guid
- C. Milestone
- D. Goal
- E. Description

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

NEW QUESTION: 58

Which general settings of the Development v12 template can you modify when you use Admin Center? There are 3 correct answers to this question.

- A. Add Specific Instructions
- B. Activate Spellcheck
- C. Change the Language
- D. Change the Public/Private Indicator
- E. Enter Start and End Date

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 59

You need to make changes to the fields in the Career Worksheet. How do you export the Career Worksheet template?

Please choose the correct answer.

Response:

- A. Navigate to Provisioning and find the Managing Plan Template.
- B. Go to Admin Center and click Manage Templates.
- C. Navigate to Provisioning and find the Managing Project Team Templates.
- D. Go to Admin Center and click Form Template Settings.

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

NEW QUESTION: 60

Which of the following best practices does SAP SuccessFactors recommend for the Role Readiness Form?

There are 2 correct answers to this question.

Response:

- A. Do NOT calculate an overall performance rating with this form
- B. The route map should be Employee --> Employee HR --> Completed
- C. Verify that your performance ratings are the latest or most recent.
- D. Include this form in the Dashboard processes that are used for current performance reporting.

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

NEW QUESTION: 61

Which is an example of a Standard Development Plan field that cannot be added in Admin Tools? (2 corrects)

- A. tasks
- B. state
- C. name
- D. milestones

Answer: A,D (LEAVE A REPLY)

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NEW QUESTION: 62

Your customer uses Goal Management and Career Development Planning. Which action permission are available in both? Choose 3.

- A. Unalign
- B. Delete
- C. Move
- D. Cascade
- E. Create

Answer: (SHOW ANSWER)

NEW QUESTION: 63

Your customer wants to reorder the fields that are displayed in the current Development Plan. Which link do you use in Admin Center?

Please choose the correct answer.

Response:

- A. Manage Templates
- B. Manage Data
- C. Import Development Goals
- D. Form Template Settings

Answer: (SHOW ANSWER)

NEW QUESTION: 64

To use the transcript feature, what must you set as a default in Provisioning?

- A. Learning Activities template
 - B. Career Worksheet template
 - C. Goal Plan template
 - D. Development Plan template
- Answer: A (LEAVE A REPLY)**

NEW QUESTION: 65

Within the Development section on Admin Center, where do you create the Development Plan template?

- A. Import User Relationship for Learning Administrator and Educational Representative
- B. Import Development Goals
- C. Manage Suggested Roles
- D. Manage Templates

Answer: D (LEAVE A REPLY)

NEW QUESTION: 66

How does the Career Worksheet determine the readiness of the employee?

- A. By evaluating the development goals of the employee against the development goals of the future role
- B. By evaluating the number of rated competencies of the employee against the competencies mapped to the future role.
- C. By checking the previously evaluated development goals of the employee
- D. By checking the self-evaluation from the readiness assessment

Answer: B (LEAVE A REPLY)

NEW QUESTION: 67

Which of the following key elements can be displayed for the role node in the Career Path? Choose 3.

- A. Role Description
- B. Number of skills needed to take the job role
- C. Number of successors for this role
- D. Number of people holding this role
- E. Job Code

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

NEW QUESTION: 68

To use the Transcript feature with LMS integrations, customers must have:
Please choose the correct answer.

Response:

- A. Properly formatted Learning Activity Template
- B. Fancy Pods disabled

- C. Integrated Career Paths
- D. Transcript permissions applied

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

NEW QUESTION: 69

An employee sees a yellow triangle icon next to a goal on the development goal plan. What does this indicate?

Please choose the correct answer.

Response:

- A. Goal was shared by the manager.
- B. Goal was viewed by the employee.
- C. Goal was viewed by the manager.
- D. Goal was modified by another employee.

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

NEW QUESTION: 70

An employee of you customer hovers the mouse over the role and clicks the yellowstar in View Career Path.

Where is the role added?

- A. Next Role
- B. Roles I'm Considering
- C. My Current Roles
- D. Suggested Roles

Answer: [B \(LEAVE A REPLY\)](#)

NEW QUESTION: 71

What is the functionality of the Career Development Plan (CDP) Access Permission?

- A. It permissions users to access Development under the Home drop-down.
- B. It gives users access to Manage Career Paths.
- C. It gives users the ability to add goals to their Development Plans.
- D. It allows users to rate themselves on competencies.

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

NEW QUESTION: 72

Your customer wants you to add a Role Readiness Form in different locales. Where do you add the followingtag block in the Career Worksheet template? Choose 2.

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

- A. After <text-replacement>
- B. Before <plan-layout>

C. Before the first field-definition

D. After <field-definition>

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 73

What type of mentoring programs require administrators to facilitate the matching interaction?

Please choose the correct answer.

Response:

A. Open Enrollment

B. Unsupervised

C. Supervised

Answer: C (LEAVE A REPLY)

NEW QUESTION: 74

Your customer wants to include competencies in the Development Plan template. What are possible data sources? There are 3 correct answers to this question.

A. Multiple Category

B. Competencies from Form

C. Competencies from Goal

D. Specific Library

E. Exclude hidden Role

Answer: A,B,D (LEAVE A REPLY)

NEW QUESTION: 75

Your customer wants to include competencies in the Development Plan template. What are possible data sources?

There are 3 correct answers to this question.

Response:

A. Multiple Category

B. Exclude hidden Role

C. Competencies from Form

D. Specific Library

E. Competencies from Goal

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

NEW QUESTION: 76

What can you edit on the Goal Creation Notification e-mail template?

There are 2 correct answers to this question.

Response:

A. The trigger of the notification

- B. The goal plans which are affected by settings of this notification
- C. The e-mail subject and body of the notification
- D. The recipient of the notification

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

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NEW QUESTION: 77

Your customer wants to hide some from employees in the Career Path. What option do you select in Miscellaneous Permissions?

Please choose the correct answer.

Response:

- A. View
- B. Import/Export
- C. Edit
- D. Field Level Overrides

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 78

Your customer wants to allow users to assess their competencies against the Future Role competencies. What feature do you use?

- A. Readiness meter
- B. Career Path
- C. Development goals
- D. Role readiness form

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 79

Which Career Worksheet feature requires Expected Ratings? (2 corrects)

- A. Readiness Meter
- B. Gap Graph
- C. Preferred Next Move
- D. Role Search

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

NEW QUESTION: 80

You need to create a new Development Plan Template. Which options are available?

There are 2 correct answers to this question.

Response:

- A. Copy an existing template using the 'Save As' function.
- B. Update the Form Template settings
- C. Add a template from the SuccessStore
- D. Modify the Goal Management Feature settings

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

NEW QUESTION: 81

Which permission would need to be removed from the Development Plan XML in order to keep all goals private?

Please choose the correct answer.

Response:

- A. "public-access" permission
- B. "move" permission
- C. "share" permission
- D. "visibility" permission

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 82

Your customer wants to use a Calculated Expected rating for a competency. What information must you provide?

There are 3 correct answers to this question.

Response:

- A. Lowest score
- B. Expected score
- C. Highest score
- D. Normalized score
- E. Medium score

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

NEW QUESTION: 83

Which of the following modifications can you apply to a development template within Admin Center?

There are 2 correct answers to this question.

Response:

- A. Edit categories

- B. Add fields
- C. Set minimum goals
- D. Apply text replacement

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 84

While you create a new development goal, you notice that the Start Date and End Date are prepopulated. Where do the default dates come from?

Please choose the correct answer.

Response:

- A. Update/Modify Templates in Provisioning
- B. General settings in Manage Templates
- C. Edit Categories in Manage Templates
- D. Company Settings in Provisioning

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

NEW QUESTION: 85

Employees have access to the Career Development Plan. The administrator wants to grant access to the Career Worksheet and the Suggestions. Which permissions need to be enabled?

There are 2 correct answers to this question.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 86

For which of the following options can you modify the default labels using Text Replacement in the Career Development Plan XML?

There are 3 correct answers to this question.

Response:

- A. copy-from-my-other-goal-plan
- B. add-goal-to-plan
- C. category
- D. cascade-update
- E. cascade-selected

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

NEW QUESTION: 87

A user is viewing the Career Path. What information is displayed when the user clicks on the popup icon on the role node? There are 2 correct answers to this question.

- A. Job Description
- B. Job Family
- C. Job Code
- D. Competencies

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

NEW QUESTION: 88

To use the transcript feature, what must you set as a default in Provisioning?

Please choose the correct answer.

Response:

- A. Development Plan template
- B. Learning Activities template
- C. Career Worksheet template
- D. Goal Plan template

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 89

Which configuration of the Career Worksheet can be changed in Admin Center?

Please choose the correct answer.

Response:

- A. Next Preferred Move
- B. Readiness Meter
- C. Competency Gap Graph
- D. Manage Suggested Roles

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 90

How can expected ratings and weights be configured?

There are 2 correct answers to this question.

Response:

- A. Manual entry by the Administrator in Manage Job Roles
- B. Import Roles into Families and Roles with changes (another name for Manage Job Roles)
- C. Manual entry by adding a development goal
- D. Manual entry by the user on the Career Worksheet

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 91

When creating an ad hoc report, what is the Data Set tab used for?

Please choose the correct answer.

Response:

- A. To add columns of data to the report
- B. To turn filters on and off for included data fields
- C. To determine the Development Plan from which information will be pulled
- D. To establish the set of users to be included in the report

Answer: C (LEAVE A REPLY)

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NEW QUESTION: 92

Regarding Open Enrollment programs, what are possible Mentoring options to make sure that mentors are well-qualified for the mentoring role?

There are 2 correct answers to this question.

Response:

- A. Peers can complete a 360 Review to assess potential mentors
- B. The mentor's last performance rating is always taken into account
- C. Administrator can review uploaded documentation
- D. Manager can approve

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 93

Where can administrators create new career paths?

Please choose the correct answer.

Response:

- A. From the Company Settings area of Provisioning
- B. From the Career Path tab within Career Development
- C. From the Development Goal Plan
- D. From the link within the Career Worksheet

Answer: B (LEAVE A REPLY)

NEW QUESTION: 94

How are Families and Roles integrated into the Career Worksheet?

There are 3 correct answers to this question.

Response:

- A. Roles Being Considered are connected to competencies through Families and Roles.
- B. The rating scale used to rate competencies is specific to Families and Roles.
- C. Current Roles are connected to competencies through Families and Roles
- D. The Readiness Thermometer uses competencies which are determined from Families and Roles.

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

NEW QUESTION: 95

Which action permissions are set in the Career Development Plan XML? Choose 3.

- A. unalign-child
- B. delete
- C. cascade-push
- D. private-access
- E. share

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

NEW QUESTION: 96

How does the Readiness Meter calculate a Readiness percentage?

There are 2 correct answers to this question.

Response:

- A. Uses survey results from Managers.
- B. Uses expected ratings of the Target Role.
- C. Uses a formula determined by the CDP Admin.
- D. Uses ratings from the last-rated form.

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

NEW QUESTION: 97

How many standard fields are available on the Career Worksheet XML?

- A. 9
- B. 7
- C. 8
- D. 6

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 98

What company settings do you activate in Provisioning to integrate SuccessFactors Recruiting with SuccessFactors Onboarding?

Note: There are 2 correct answers to this question

- A. Enable Onboarding application

- B. Enable Onboarding Integration-BizX Onboarding Integration
- C. Onboarding Demo Environment for recruiting-Onboarding Integration
- D. Enable Onboarding integration-VI Onboarding Integration

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

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