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**SAP Certified Associate - SAP SuccessFactors Career
Development Planning and Mentoring**



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Subjects

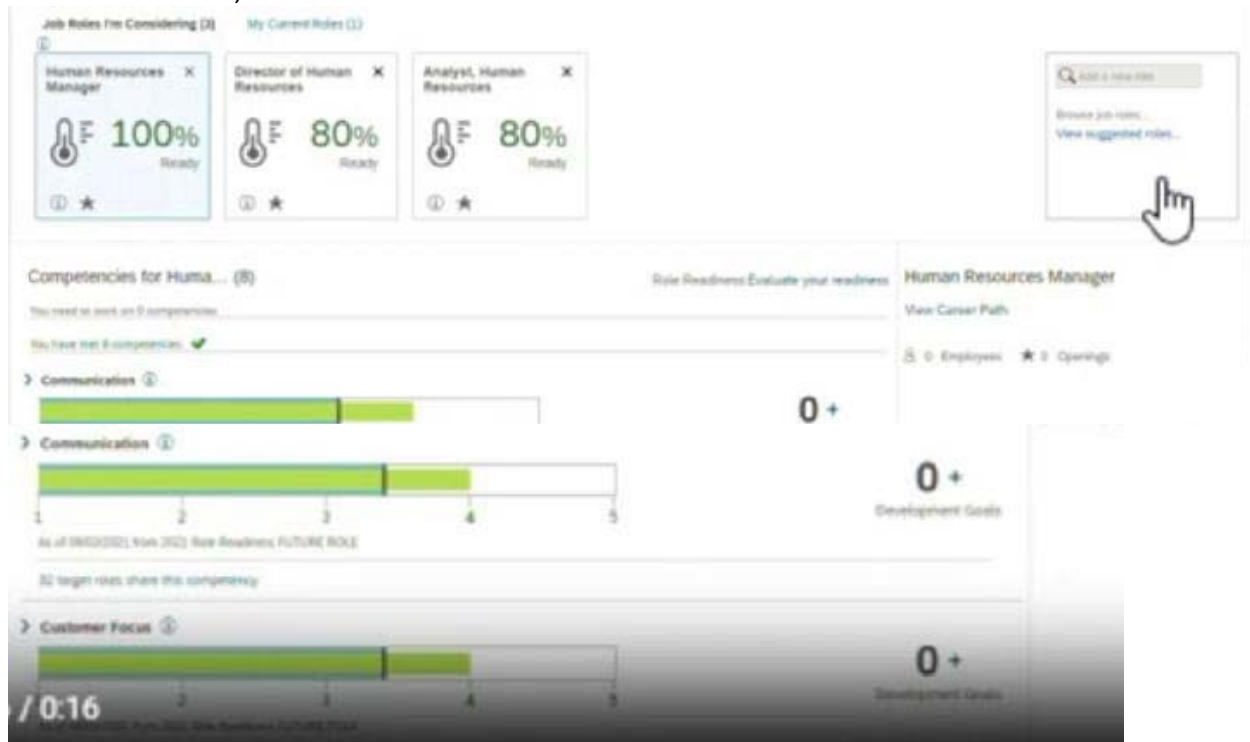
1. Configuring Career Worksheets, Career Paths, and Opportunity Marketplace
2. Creating Mentoring Programs
3. Configuring SAP SuccessFactors Career Development Planning
4. Configuring Learning Activities
5. Enabling Development Goal Plans

Topic: 1

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 1

Based on this video, what conclusions can be drawn?



Note: There are 2 correct answers to this question.

- A. All 3 targeted roles use the same role readiness form templates.
- B. All 3 targeted roles share at least two competencies among them.
- C. The expected ratings for all competencies in all 3 targeted roles have been defined.
- D. All 3 targeted roles use different role readiness form templates.

Answer: A, B

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 2

Why do employees use the Career Worksheet?

Note: There are 2 correct answers to this question.

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

Answer: A, B

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 3

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

Answer: D

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 4

In the context of Opportunity Marketplace Assignments, what happens when an applicant accepts an offer but then the assignment is closed before they start?

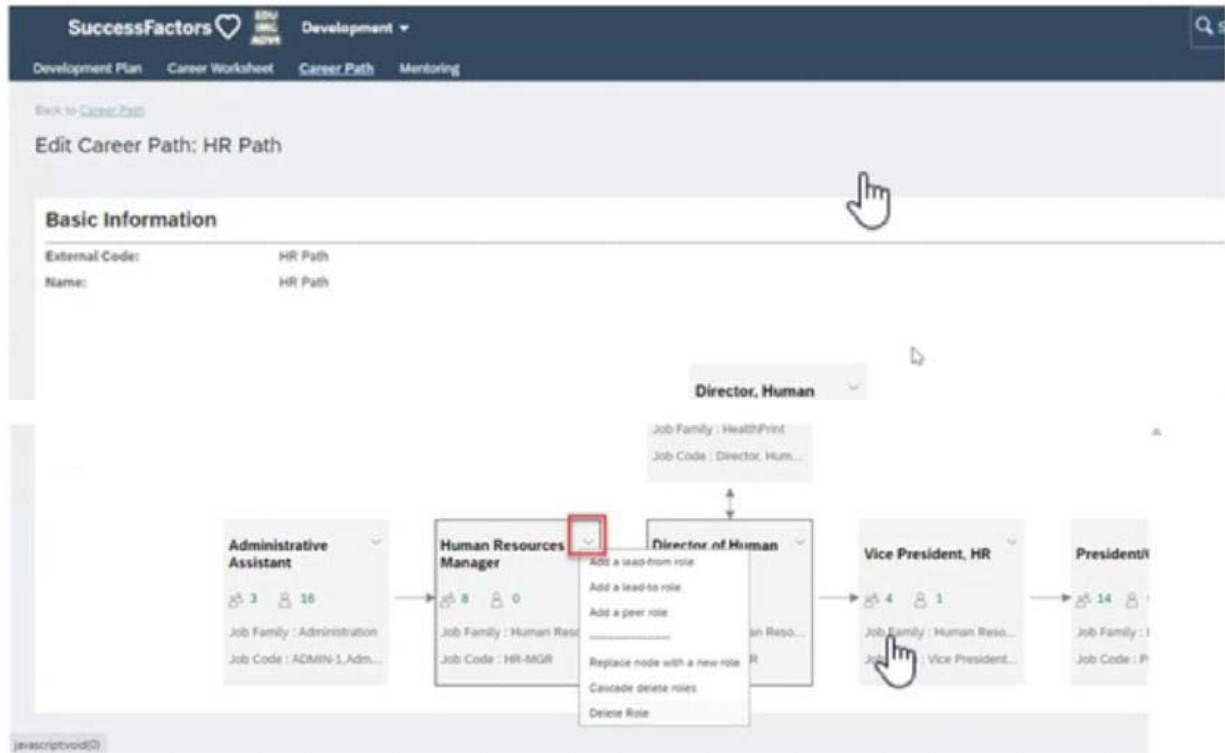
- A. Their application is deleted from the system
- B. Their assignment status changes to Completed
- C. Their assignment status remains as Offer Pending Approval
- D. Their assignment status changes to Canceled

Answer: D

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 5

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



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

Answer: D

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 6

Your customer needs to modify Career Path V2.

Which activities do you perform in Admin Center?

Note: There are 3 correct answers to this question.

- A. Enable the Career Path V2 switch in Company Settings.
- B. Define the Miscellaneous Permissions.
- C. Grant the Configure Object Definition permission.
- D. Set Security within the Career Path object.

E. Enable the Generic Objects switch in Company Settings.

Answer: B, C, D

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 7

Which of the following are necessary to be able to use Career Worksheets?

Note: There are 2 correct answers to this question.

- A. Enable Career Worksheet V12 in Provisioning.
- B. Grant Permissions under Administrator Permissions > Manage Career Development > Development Admin.
- C. Upload a new career worksheet template from Form Template Settings.
- D. Grant Permissions under User Permissions > Goals > Goal Plan Permissions.

Answer: A, B

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 8

Where can users view their potential future roles?

- A. Gap Graph
- B. Career Path
- C. Competency Match
- D. Readiness Meter

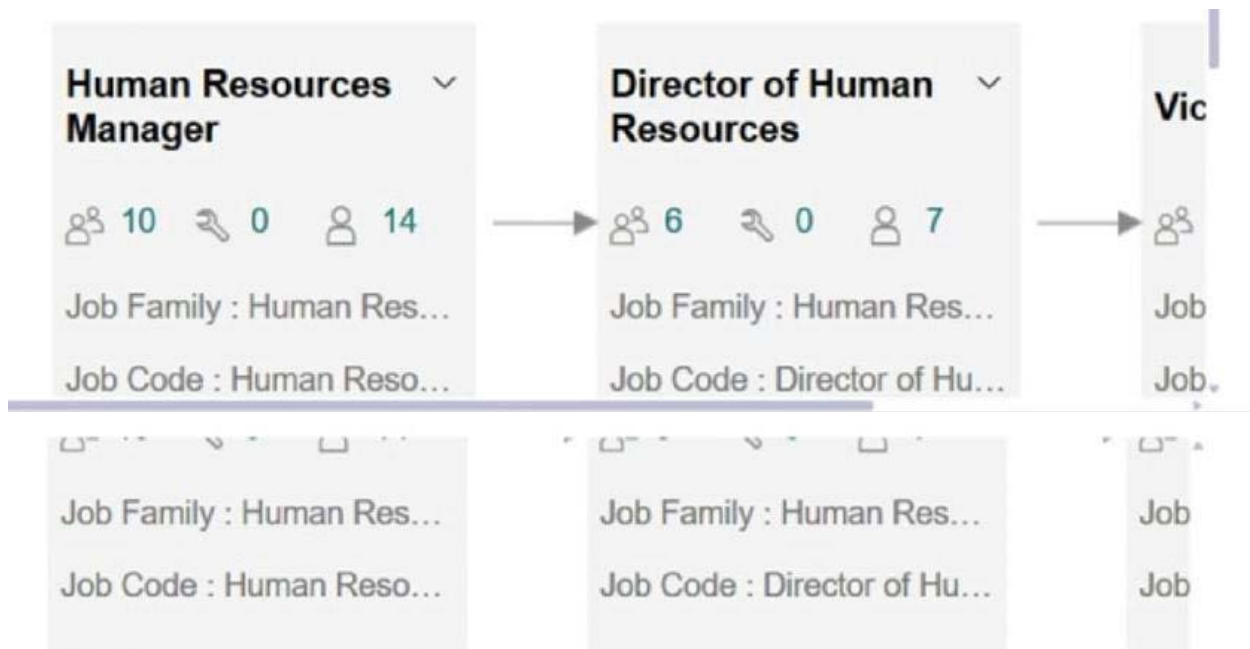
Answer: B

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 9

This screenshot shows a Career Path with three role nodes.

Which numbers are displayed in each node?



Note: There are 3 correct answers to this question.

- A. Number of skills needed for the job role
- B. Number of families that have the same job code mapped to them
- C. Number of people who added this role to "Job roles I'm considering"
- D. Number of people holding this role
- E. Number of competencies needed for the job role

Answer: A, D, E

Configuring Career Worksheets, Career Paths, and Opportunity Marketplace

Question: 10

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. A user can remove the Human Resources Manager on the My Job Roles tab.
- B. An administrator can add the Vice President of HR to any Career Path that contains the Human Resources Manager role.
- C. A user can remove the Human Resources Manager on the Suggested Roles tab.
- D. A consultant can increase the value for <max-per-category> in the career worksheet XML.

Answer: A, D

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