SAP
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Career Development Planning and Mentoring

Questions&AnswersPDF

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Subjects

1. Managing Clean Core
2. Enabling Career Worksheets and Career Paths
3. Enabling Development Goal Plans
4. Creating Mentoring Programs
5. Configuring SAP SuccessFactors Career Development Planning
6. Configuring Learning Activities

Topic: 1
Managing Clean Core

Question: 1

Which of the following can you use to explore released APIs?

A. SAP Integration Suite
B. SAP Application Interface Framework
C. SAP Business Accelerator Hub

Answer: C

Managing Clean Core

Question: 2

Which of the following are features of the clean core dashboard?
Note: There are 2 correct answers to this question.

A. It can be accessed by using SAP For Me.
B. Customers can grant access to the dashboard to partners.
C. Customers can use the dashboard in the dev, test, and production tenants.
D. It can be used in all SAP S/4HANA Cloud editions.

Answer: A, B

Managing Clean Core

Question: 3

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:
There are 2 correct answers to this question.

A. RFC
B. IDoc
C. SOAP
D. OData

Answer: C, D

Managing Clean Core

Question: 4

What are some SAP recommended guiding principles to achieve clean core operations?
Note: There are 3 correct answers to this question.

A. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
B. Establish release management.
C. Integrate clean core practices in the end-to-end value process chain.
D. Define roles and responsibilities as part of a process transformation office.
E. Establish regular housekeeping tasks and procedures.

Answer: A, B, D

Topic: 2
Enabling Career Worksheets and Career Paths

Question: 5

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 answers to this question

A. The development_goals field must be defined in field-permission.
B. The development plan default template must have a competency field.
C. The development_goals field must be defined in the development plan.
D. The Career Worksheet default template must have a competency field.
E. The development_goals field must be defined in Career Worksheet.

Answer: A, C, D

Enabling Career Worksheets and Career Paths

Question: 6

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

A. 0001-0999
B. 2001 - 2999
C. 4001 - 4999
D. 5001 - 5999

<div style="border:1px solid black; display:inline-block; padding:5px;">Answer: D</div>

Enabling Career Worksheets and Career Paths

Question: 7

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.

A. With the new role readiness calculation, the result is a higher score than with the old role readiness calculation.
B. With the new role readiness calculation, the result is a lower score than with the old role readiness calculation.
C. With the old role readiness calculation, the result is a score of 0% which is lower than the new calculation.
D. With the old role readiness calculation, the result is a score of 75% which is higher than the new calculation.

<div style="border:1px solid black; display:inline-block; padding:5px;">Answer: A, C</div>

Enabling Career Worksheets and Career Paths

Question: 8

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

Enabling Career Worksheets and Career Paths

Question: 9

When a role is made public using Preferred Next Move, where does the job title appear?

A. People Profile
B. Mentoring
C. Development Plan
D. Career Path

Enabling Career Worksheets and Career Paths

Question: 10

Your customer wants to allow users to see expected ratings for future job roles.
Which tools can be used?
Note: There are 2 correct answers to this question.

A. Role Readiness Form
B. Development Goals
C. Career Path
D. Career Worksheet

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