

SAP C_THR82_2505

SAP Certified Associate - SAP SuccessFactors Performance and Goals

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Subjects

1. Configuration of Performance Management
2. Performance Rating and Permissions
3. Route Maps
4. Calibration
5. Managing Clean Core
6. 360 Reviews
7. Competencies
8. Continuous Performance Management (CPM)
9. Form Templates
10. Goal Management

Topic: 1

Configuration of Performance Management

Question: 1

Which of the following are possible in the Ask for Feedback feature?

Note: There are 2 correct answers to this question.

- A. Ask for Feedback is a global setting that CANNOT be disabled at the form template level.
- B. The Ask for Feedback system label button can be customized from Text Replacement.
- C. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.
- D. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.

Answer: C, D

Configuration of Performance Management

Question: 2

Which of the following applies to the Delegation in Performance Reviews feature?

Note: There are 2 correct answers to this question.

- A. Delegators CANNOT add, edit, or delete goals for a delegatee.
- B. The form templates available to create delegation requests can be restricted in role-based permissions.
- C. Delegation requests can be automatically cancelled if the delegatee does not accept or declines the request.
- D. Administrators CANNOT create delegation requests on behalf of other users.

Answer: B, C

Configuration of Performance Management

Question: 3

Which of the following option can you configure in the Employee Information section?

- A. Custom elements can be included.
- B. Elements CANNOT be reordered.
- C. Elements can be relabeled specifically per form template.
- D. New elements will become visible in the display options in Manage Templates.

Answer: A

Configuration of Performance Management

Question: 4

Where can you disable the external email address option to collect feedback related to the Ask For Feedback functionality?

- A. In the form template XML with a specific tag
- B. In Provisioning Company Settings
- C. In Performance Management Feature Settings
- D. In Form Template Settings

Answer: D

Configuration of Performance Management

Question: 5

Which of the following are options in the Review Information section of the performance form?

Note: There are 2 correct answers to this question.

- A. This section type is generally disabled for end users.
- B. Custom elements can be added.
- C. Review dates are hard-coded from Form Template Settings.
- D. Only fixed dates set at form template level can be made editable in the section.

Answer: A, C

Configuration of Performance Management

Question: 6

Where can you export and import translations of a performance form in Admin Center?

- A. In Text Replacement
- B. In Manage Form Label Translations
- C. In Import Translations
- D. In Manage Languages

Answer: B

Topic: 2

Performance Rating and Permissions

Question: 7

How are competencies populated in the competency section of a form?

Note: There are 3 correct answers to this question.

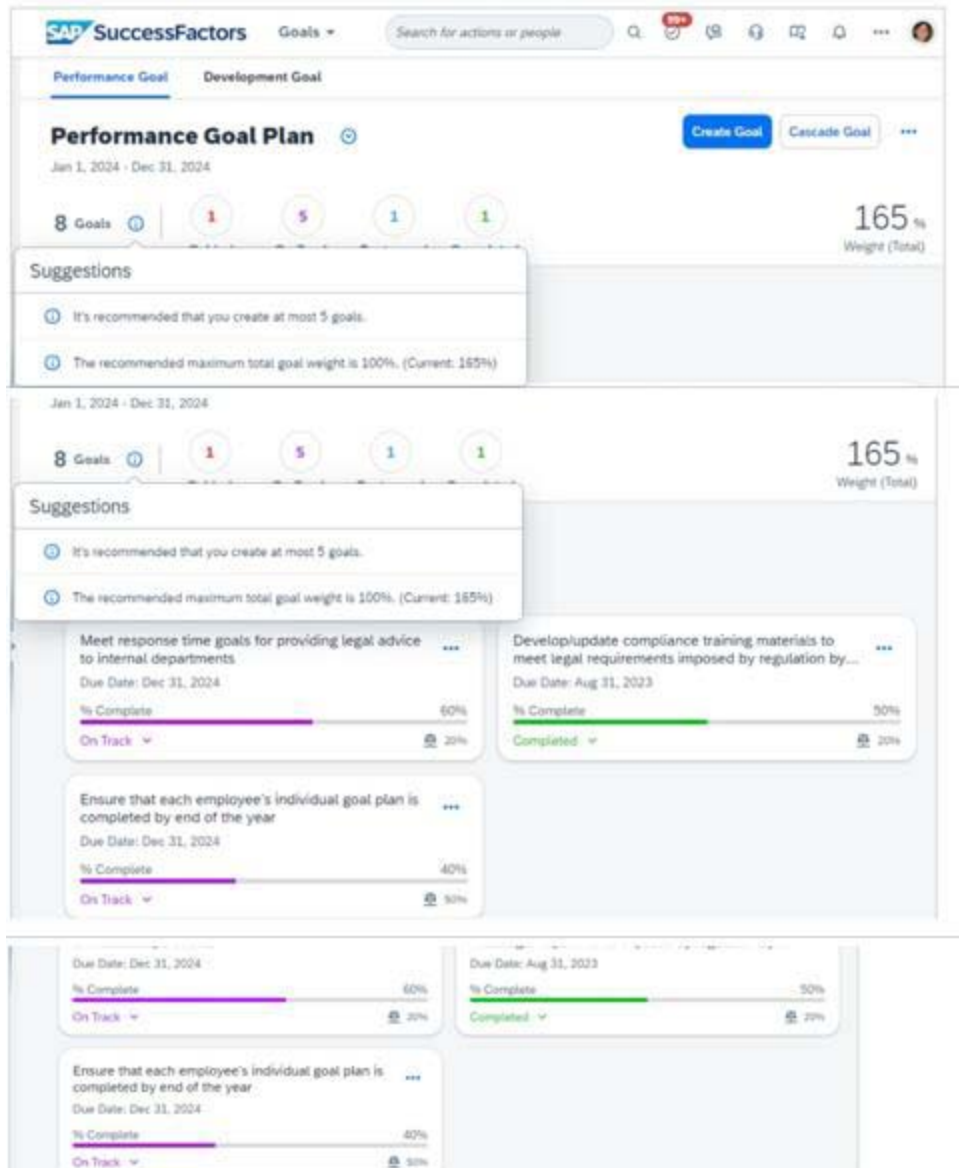
- A. Administrators assign competencies to users from Admin Center.
- B. Managers assign Core Competencies to their direct reports from the Org Chart.
- C. Competencies mapped to the users' job roles by the administrator are visible in the Job Specific Competency section.
- D. Users add competencies manually in the form when the section is <configurable="true">
- E. Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML.

Answer: C, D, E

Goal Management

Question: 8

In your goal plan, you notice some warnings as shown in the screenshot.



What do these warnings mean?

- A. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
- B. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- C. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.
- D. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.

Answer: C

Goal Management

Question: 9

A manager navigates to a direct report's goal plan and notices that one of the goals does NOT have the option View Alignment Chart available from the goal card actions.

What are possible reasons why the option is NOT visible?

Note: There are 2 correct answers to this question.

- A. The manager has no permission to Access Goal Alignment Chart for the direct report.
- B. The goal is NOT cascaded to or from another goal.
- C. The goal plan template is NOT the default one.
- D. The goal is NOT a personal goal, but a Team Goal.

Answer: A, B

Goal Management

Question: 10

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management? Note: There are 3 correct answers to this question.

- A. Add the "obj-edit" in a performance form template XML.
- B. Give the direct manager permission to access the employee's goal plan template in Role-Based Permissions.
- C. Add <permission for="change-state"> to <role-name><![CDATA[EM]]></role-name> in the goal plan template XML.
- D. Define <obj-plan-states> in the goal plan template XML.
- E. Configure the <plan-layout> to include switch buttons.

Answer: B, C, D

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