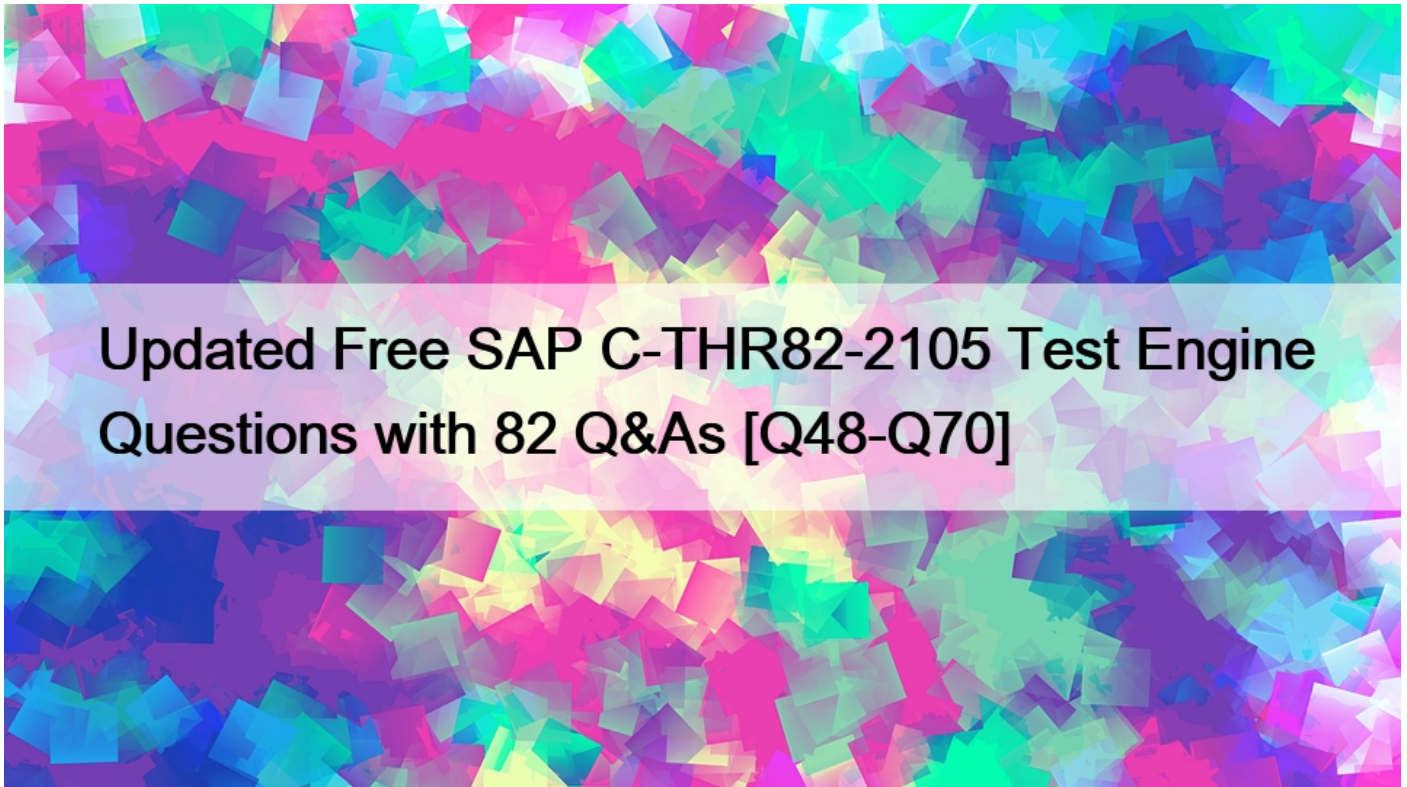


Updated Free SAP C-THR82-2105 Test Engine Questions with 82 Q&As [Q48-Q70]



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The Best SAP Certified Application Associate C-THR82-2105 Professional Exam Questions

C-THR82-2105 Exam Certification Details:

Languages:English Sample Questions: SAP C-THR82-2105 Exam Sample Question Cut Score:64% Level:Associate

SAP C-THR82-2105 Certification Exam Topics:

Topic Areas Topic Details, Courses, Books **Form Templates > 12%** Define and modify performance management form templates. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **360 Reviews 8% - 12%** Describe how to configure the 360 Reviews feature. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **Configuration of Performance Management 8% - 12%** Describe in detail how to configure Performance Management templates. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **Continuous Performance Management < 8%** Identify how to activate Continuous Performance Management (CPM) and the features of CPM. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **Calibration > 12%** Describe how to configure Calibration. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE)

NO.48 Which of the following action permissions can you configure in the goal plan template? There are 3 correct answers to this question.

- * Mass assign goal
- * Move goal
- * Lock goal
- * Share goal
- * Cascade push

NO.49 Goal Execution has specific fields that have to be added to the goal plan. Which of the following fields is NOT specific to Goal Execution?

- * Probability of Success
- * Goal Weight
- * Strategic Goal
- * Execution Target
- * Execution Actual

NO.50 What can you do when you have configured send back button?

- * Forms can be routed to any system user for feedback.
- * Users reject form in signature step and send back for edit.
- * Forms can be routed to previous step in route map.
- * Admin can route form.

NO.51 Select the option below that fits this description: A Detailed 360 Report that provides an overview rating of each individual competency or goal that was rated.

- * Gap Analysis
- * Rank View
- * Blind Spots
- * Graphical Summary Report
- * Hidden Strengths

NO.52 In the Competency Feedback section, use the drop-down menus to rate the employee's performance on each competency listed. Which of the following are included in the Competency Feedback section? There are 2 correct answers for given question

- * Job specific competencies define how we should work together to accomplish our objectives
- * Job specific competencies define how organization should work together to accomplish our objectives
- * Core values define core competencies of employer that are essential to the achievement of the organization's business objectives
- * Core values define core competencies that are essential to the achievement of the organization's business objectives

NO.53 What can users do with a Form during a collaborative route map step?

- * The form is within all the collaborative step participants' inbox at the same time but only one user can make edits at a time.
- * The form can be sent back and forth between the different users of the collaborative step before moving to the next step
- * Send the form to another user with the get edit or the get comment option available in the route map.
- * The form is within all the collaborative step participants' inbox at the same time and all users can edit the form simultaneously.

NO.54 When reviewing the XML for layouts, ignore the options for PDF and Details layouts in the XML code.

- * False
- * True

NO.55 Where is the question, 'Is this goal relevant?' displayed within the goal plan?

- * In the goal plan introduction section
- * In the Goal wizard popup window
- * In the Edit Goal popup window
- * In the goal plan summary

NO.56 When would you run the Update All Worksheets function? There are 3 correct answers to this question.

- * When an administration changes the data in a look-up table.
- * When an administration manually moves an employee to a new worksheet.
- * When an administration change the layout of the compensation plan template
- * When a manager makes a change to a performance rating on a performance form

NO.57 When do you use the 'Add Existing Goal' button?

There are 2 correct answers to this question.

- * When the autosync attribute is set to true
- * When the autosync attribute is set to false
- * When the configurable attribute is set to true
- * When the configurable attribute is set to false

NO.58 An employee viewing his or her own goal plan can select any plan to view that has been made available. How would an administrator define which goal plans are available for employees to toggle between? There are 2 correct answers to this question.

- * Make specific goal plans active or inactive in Manage Templates.
- * Submit a support ticket for SAP Success Factors; Customer Success team to deactivate the goal plan in the back-end.
- * Verify Role-Based Permissions
- * Delete the route map associated to the goal plan so it becomes non-functional.

NO.59 A goal is created in the PM form and Auto-Sync option is disabled, will the goals auto populate to the goals section of the performance form?

- * Changes to goals on the goal plan will auto-sync to the form the next time the form is opened.
- * It will move the goal to a different section in the PM form
- * The goals will NOT reflect in the PM form.
- * The goals will reflect in the PM form.

NO.60 Which configuration settings can you make for Stack ranker? There are 2 correct answers to this question.

- * Stack Ranker can be relabeled in the text replacement tool.
- * Stack Ranker can be included in an objective section.
- * Stack Ranker can be restricted for use by managers.
- * Stack Ranker can include competencies related by behaviors

NO.61 Your customer wants employees to copy goals from a prior plan in to their current goal plan? What button do you enable to implement this requirement?

- * Add goal
- * Mass assign
- * SMART Goal wizard
- * TGM/CDP objective transfer wizard

NO.62 During testing, it is noticed that a field is missing from the goal plan. The XML template seems to be correct.

What else you should check?

Please choose the correct answer.

- * Legacy permissions
- * Administrative Privileges
- * Role Based Permissions
- * The provisioning settings.

NO.63 Your customer wants to allow only the employee and direct manager access to edit the metric field on a goal plan. Which code accurately reflects this requirement?

* `< field-permission type=”write”>`

`<description>Manager and Employee may write to the metric field</description>`

`<role-name>E</role-name>`

`<role-name>EM+</role-name>`

`<field refid=”metric”/></field permission>`

* `< field-permission type=”write”>`

`<description>Manager and Employee may write to the metric field</description>`

`<role-name>*</role-name>`

* `<field refid=”metric”/></fieldpermission>`

`< field-permission type=”write”>`

`<description>Manager and Employee may write to the metric field</description>`

`<role-name>E</role-name>`

`<role-name>EM</role-name>`

`<field refid=”metric”/></field permission>`

* `< field-permission type=”none”>`

`<description>Manager and Employee may write to the metric field</description>`

`<role-name>E</role-name>`

`<role-name>EM</role-name>`

`<field refid=”metric’7></field permission>`

NO.64 Your route map includes a collaborative step. What does a collaborative route map step allow users in the step to do?

- * Allows the employee to send the form to another user to collaborate on the form
- * Allows the employees to add a user to the route map to collaborate on the form.
- * Allows all user roles to see the form in their inbox at the same time and enter data at almost the same time.
- * Allows all user roles to simultaneously view and edit the form at the same time

NO.65 What are the advantages of the iterative route step? There are 2 correct answers to this question.

- * Entry and exit user roles can be defined.
- * Participants can send a form back and forth many times in the same route map.
- * It is always available in the inbox of all participants for viewing and editing
- * It can be used as the calibration step.

NO.66 A group goal 2.0 has been created and assigned to the goal plan of each person on my team, including myself, by another employee.

Assuming this Group Goal has standard functionality (no special back-end configurations), who has the ability to edit information in the group goal?

- * Both owners/assigners of the goal and members of the group.
- * Any member of the group to which the goal was assigned.
- * The owner/assigner of the goal
- * Group Goals cannot be edited once they are created and assigned.

NO.67 Identify the scenarios when the Goal Comment Notification is triggered. There are 3 correct answers to this question.

- * When a separate user (ex. Matrix manager) provides a feedback on the employee's goal plan, both the employee and the employee's manager receives an email notification
- * When an employee receives feedback on their goal plan from their direct line manager, the employee receives an email notification
- * When a goal with a threaded feedback/comment is deleted from the goal plan
- * When a goal with a threaded feedback/comment is cascaded to another employee
- * When an employee provides a feedback response in the goal plan, the direct manager receives an email notification

NO.68 Select the option that best fits this description: Users who are often from the HR department, may have been involved with the set-up of the session, and have the ability to calibrate ratings in the session

- * Process Owners
- * Managers
- * Session Facilitators
- * Session Owners

NO.69 What reports can be identified in the Calibration org chart v12? Note: There are 2 correct answers to this question.

- * Matrix reports
- * Custom Manager reports
- * Direct reports
- * D HR reports

NO.70 You are creating a table field in the goal plan. Which of the following configurations settings can you make?

There are 2 correct answers to this question.

- * Arrange table columns in any order
- * Add the bizx-effort-spent field to a table.
- * Add custom fields to a table
- * Relabel tables and table columns

SAP C-THR82-2105 Exam Description:

The "SAP Certified Application Associate - SAP SuccessFactors Performance and Goal Management 1H/2021 " certification exam verifies that the candidate possesses the basic knowledge in the area of the SAP SuccessFactors Performance and Goal Management application. This certificate proves that the candidate has a basic and overall understanding within this consultant profile of the industry solution, and can implement this knowledge practically in projects under guidance of an experienced consultant. It is recommended as an entry-level qualification to allow consultants to get acquainted with the fundamentals of SAP SuccessFactors Performance and Goal Management.

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