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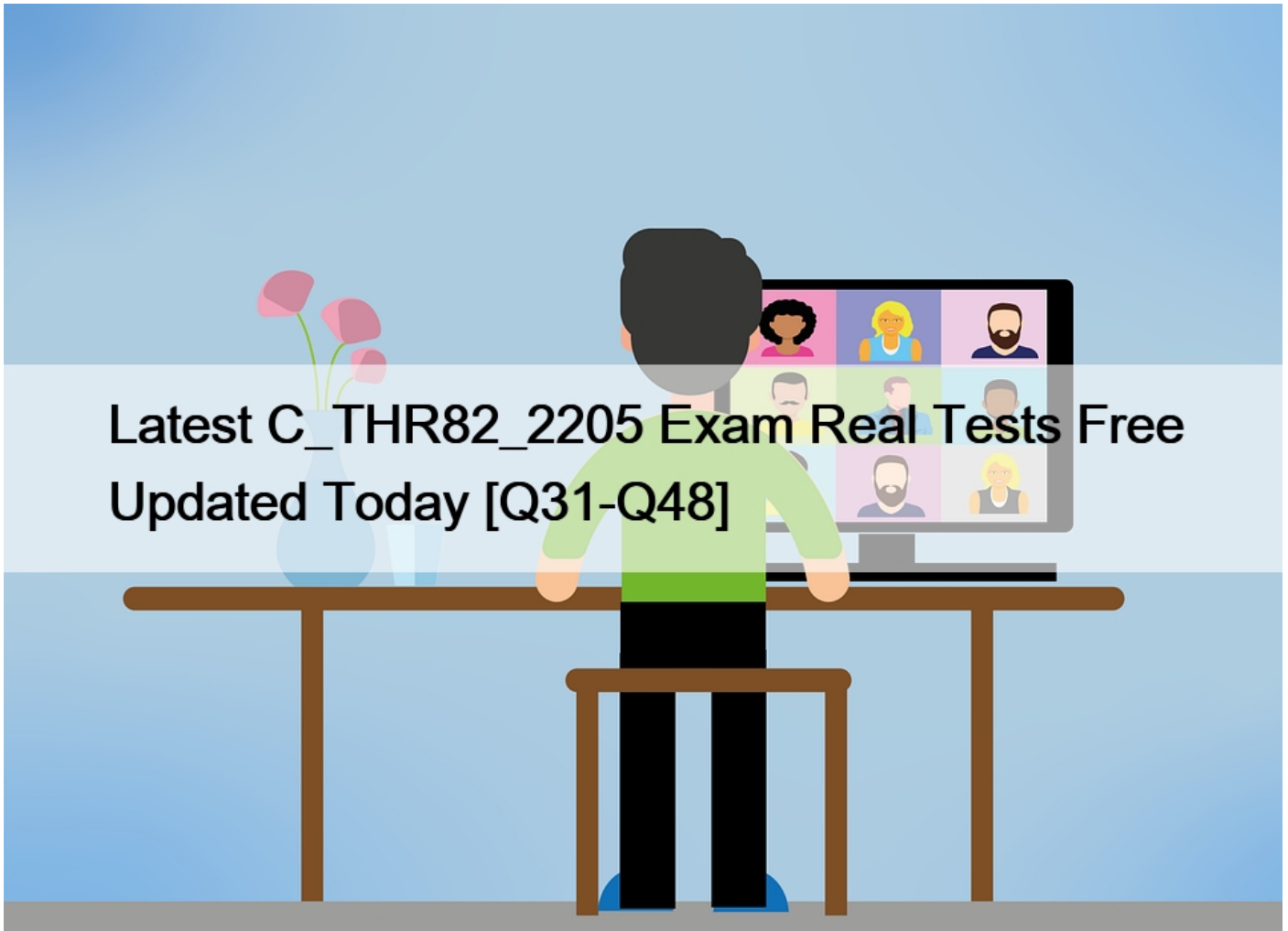

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C_THR82_2205 Real Exam Question Answers Updated [Dec 18, 2022]

C_THR82_2205 Exam Certification Details:

Languages:EnglishExam:80 questionsCut Score:57%Sub-solution:SuccessFactors

NEW QUESTION 31

Which attribute controls the editability of the goal plan fields when you assign a Group Goal 2.0 or a team goal?

Note: There are 2 correct answers to this question.
* The allow-group-goal=”true” attribute in obj-plan-template
* The cascade-update=”regular” attribute in field-definition

* The configurable=”true” attribute in objective-sect
* The cascade-update=”push-down” attribute in field-definition

NEW QUESTION 32

Where can you update translations for a standard element?

Note: There are 2 correct answers to this question.
* In Manage Business Configuration UI
* In Configure People Profile
* In Picklist Center
* In the Succession Data Model

NEW QUESTION 33

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

Note: There are 2 correct answers to this question.
* This section type is generally disabled for end users.
* Only fixed dates set at form template level can be made editable in the section.
* Review dates are hard-coded from Form Template Settings.
* Custom elements can be added.

NEW QUESTION 34

Which of the following roles does the calibration tool use to assign different responsibilities to those in the calibration process?

Note: There are 3 correct answers to this question.
* Subject
* Originator
* Facilitator
* Participant
* Owner

NEW QUESTION 35

What is required when you define a custom field in the goal plan?

Note: There are 2 correct answers to this question.
* You must assign a field type to the field.
* You must make the field reportable.
* You must assign a unique ID to the field.
* You must assign a field description to the field.

NEW QUESTION 36

Your customer is using an Obj/Comp Summary section that includes one goal section and two competency sections. The customer displays section weights in the performance review form. The requirement is that goals and competencies be equally important for the calculated rating. Based on this requirement and best practices, what weights do you assign to the sections?
* Weight all sections equally so they add up to 100%

* 50% for the Goal section and 25% for each of the Competency sections
* 100% for the Goal section and 50% for each of the Competency sections
* 50% for the Goal section and 100% for each of the Competency sections

NEW QUESTION 37

Which of the following field types can be configured as custom fields in the goal plan?

Note: There are 3 correct answers to this question.
* comment
* textarea
* table
* bool
* enum

NEW QUESTION 38

What happens if you freeze the Job Title field in the Employee Information section of the performance management form template?
* The job title on the form will NOT update if the employee data is updated while the form is in progress.
* The job title on the form will update if the employee data is updated while the form is in progress.
* The job title on the form will be hidden if the employee data is updated while the form is in progress.
* If the employee data is updated while the form is in progress, the job title will update but the job role will NOT be updated.

NEW QUESTION 39

Which options are available in Form Template Settings to change in-progress forms?

Note: There are 2 correct answers to this question.
* Hide numeric rating values (only show text labels)
* Display circle icon as rating
* Enable Delete button
* Disable Delete button

NEW QUESTION 40

Which of the following can a manager use from the Team Overview tab?

Note: There are 3 correct answers to this question.
* The Get Feedback feature, to collect additional comments on the form
* The Ask for Feedback button, to send an e-mail to internal or external users
* The Stack Ranker, to evaluate objectives for their direct reports
* The Confirm 1:1 Meeting button, to send a form to the signature step without opening it.
* The Stack Ranker, to evaluate competencies for their direct reports

NEW QUESTION 41

Which of the following scale-type options are supported in 360 Reviews, SAP Fiori Version?

Note: There are 3 correct answers to this question.
* STAR

* HORIZONTAL_RADIO
* DROPDOWN
* FREETEXT
* CIRCLE

NEW QUESTION 42

What must you consider when using job families and roles?
* An employee can be assigned to multiple job codes.
* Multiple job codes can be assigned to each job role.
* Job families must be defined for the major job levels within the organization.
* Job roles can be created without assigning them to a job family.

NEW QUESTION 43

What issues can you face if the Goal Management-Performance Management Sync Up option is NOT enabled?

Note: There are 2 correct answers to this question.
* A goal in a performance management form that is in progress will be outdated if the goal is edited from the Goal Plan.
* The list of assigned competencies might be outdated after a change of job code if performance forms have NOT been opened.
* If the performance form has NOT been opened since the last modification coming from Goal Management, the form that might be used by Variable Pay will include outdated Goal Management data.
* Performance management reports might include expired Goal Management data if performance forms have NOT been opened since the last modification from Goal Management.

NEW QUESTION 44

Which of the following are best practices to implement translation projects?

Note: There are 2 correct answers to this question.
* Validate the translations in the test instance before copying to the production instance.
* Maintain separate workbooks for each language to be implemented.
* Make sure the implementation consultant is the one responsible for the master file with the latest updates.
* Require configuration sign-off from the customer before beginning the translation work.

NEW QUESTION 45

Which of the following features have deprecation dates announced?

Note: There are 2 correct answers to this question.
* 360 Reviews v11
* Goal Management v12
* Legacy continuous performance management (CPM)
* PMv12 Acceleration

NEW QUESTION 46

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

* Custom roles CANNOT be included as participants.
* Categories can always be removed if the user has permissions to edit the section.
* The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
* Warning or error messages can be defined if the total number of participants is exceeded or NOT met.

NEW QUESTION 47

What is the purpose of the user-defined step in a single-step route map?
* To split the sections of the form and send each of them to different users for validation
* To assign the form to a group of people
* To ensure all performance forms are routed to the same user in that step
* To make sure the form comes back to the user’s inbox at the end of the workflow

NEW QUESTION 48

The standard goal plan template includes four goal categories. Your customer wants to use only three of the standard categories.
How do you delete a goal category from the goal plan template?

Note: There are 2 correct answers to this question.
* Remove the permission to view the category in the goal plan XML template.
* Delete all the code for the unwanted category from the goal plan XML template.
* Choose the Delete icon next to the category name in Admin Center -> Manage Templates.
* Delete the Plan Layout section from the goal plan XML template.

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