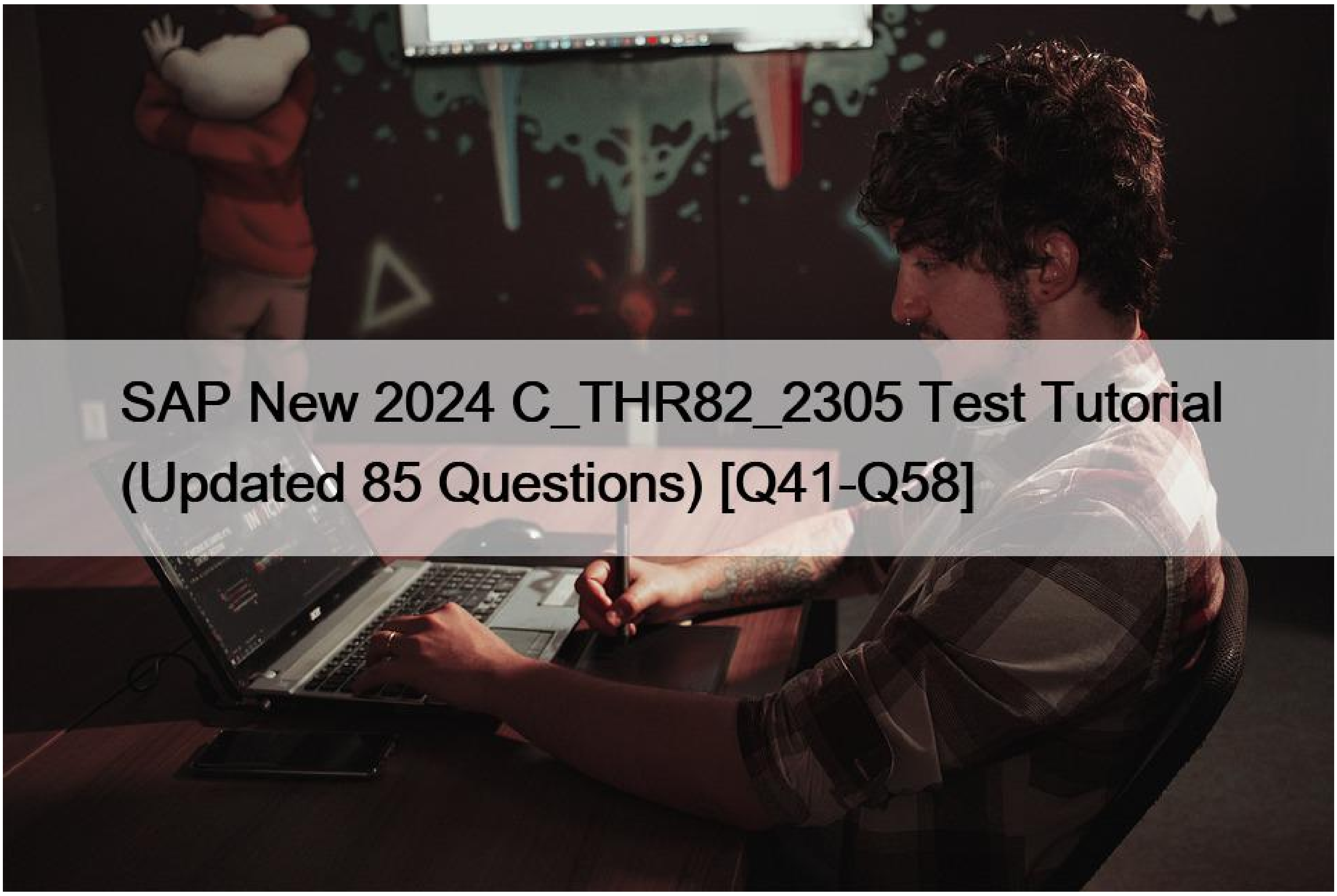
SAP New 2024 C_THR82_2305 Test Tutorial (Updated 85 Questions) [Q41-Q58



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NEW QUESTION 41

How can you set up rating scales in your performance form template?

Note: There are 2 correct answers to this question.
* You can set a main rating scale from General Settings.
* You can change the rating scale on live forms.
* You can set a rating scale in a custom section.
* You can assign more than one rating scale to your ratable sections.

NEW QUESTION 42

What can you do to a competency in Admin Center?

Note: There are 2 correct answers to this question.

* Associate a competency with an achievement.
* Edit the competency description.
* Mark the competency as core.
* Remove a job-specific competency from an existing form.

NEW QUESTION 43

Your customer wants to change the default labels in the Summary section, for both Manual Overall Rating and Calculated Overall Rating. Where can the customer do this?

Note: There are 2 correct answers to this question.
* In Manage Templates > Choose an alternate label for the rating field
* In XML <calc-summary-rating-label>
* In XML <overall-rating-label>
* In XML <calc-rating-label>

NEW QUESTION 44

Where can you export and import translations of a performance form in Admin Center?
* In Manage Languages
* In Text Replacement
* In Import Translations
* In Manage Form Label Translations

NEW QUESTION 45

What attribute do you insert at the beginning of each label tag to make translations active for that label in the form XML?
* msgCode=
* translation=
* msgKey=
* translationID=

NEW QUESTION 46

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 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

You are calibrating overall ratings using performance as data source. What are some of the requirements for the Calibration Session to be successfully validated?

Note: There are 3 correct answers to this question.
* The calibration template to be used in the Calibration Session must be specified.
* The Calibration Session date must be defined.
* The subject(s) of the Calibration Session must be defined.
* All the subjects’ review forms must be at the calibration step in the route map.
* The location of the Calibration Session must be specified.

NEW QUESTION 49

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 50

Which of the following section types can you include in a 360 Review form?

Note: There are 2 correct answers to this question.
* Custom section
* Customized Weighted Rating section
* Obj/Comp Summary section
* Signature section

NEW QUESTION 51

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 52

You are editing the global settings in the goal plan template. The following settings are made:share-confirm=”true” and unshare-confirm=”true”. How would you expect the system to behave?
* When you change the visibility of a goal, a notification appears.
* When the visibility of a goal is set to private, a notification does NOT appear.
* When the goal completion is set to 100%, a notification appears.

* When you share/unshare a team goal with another manager, a notification appears.

NEW QUESTION 53

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date. What settings do you need to make to ensure this takes place?
* Define the start date for the first step in the route map configuration in Manage Route Maps, Select the

“Enforce Start Date” option in Step 2 of the route map.
* Define the due date for the first step in the route map configuration in Form Template Settings, Select the “Automatic send on due date” option in Step 1 of the route map.
* Define the due date for the first step in the route map configuration in Manage Route Maps, Select the

“Automatic send on due date” option in Step 1 of the route map and also select the “Always send regardless of validation” option.
* Define the exit date for the first step in the route map configuration in Manage Route Maps, Select the

“Automatic send on due date” option in Step 1 of the route map and also select the “Always send regardless of validation” option.

NEW QUESTION 54

What is enabled when you configure the Reject button?

Note: There are 2 correct answers to this question.
* Forms can be routed to the previous step in the modify stage.
* Managers can recall the form from the signature step in Team Overview.
* Administrators can route the form.
* Users can reject the form in the signature step and send it back to be edited.

NEW QUESTION 55

In what scenario would you use the Get Feedback function on a performance form?

Note: There are 2 correct answers to this question.
* When you want to collect feedback from different users via e-mail
* When you want to send the actual form to another user in an existing step so ratings and/or comments can be added to the form
* When you want to send the actual form to another user in a new user-defined step so ratings and/or comments can be added to the form
* When you want to send the actual form to another user in the Signature stage so ratings and/or comments can be added to the form

NEW QUESTION 56

What can an administrator do to a competency from the front end?Note: There are 2 correct answers to this question.
* Remove a job-specific competency from an existing form.
* Associate a competency with an achievement.
* Mark the competency as core.
* Edit the competency description.

NEW QUESTION 57

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 58

What can you do in Admin Center -> Form Template Settings?

Note: There are 2 correct answers to this question.
* Download the latest XML file of a template.
* Upload an XML file in order to update an existing template.
* Delete a template.
* Upload an XML file in order to create a new template.

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