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QUESTION NO: 1

You have configured a field in the goal plan XML, but you can only see it when you create/edit the goal. It does NOT appear in the plan or as a display option. What else do you need to check?

Note: There are 2 correct answers to this question.

- A. Check the Form layout in goal plan XML.
- B. Check whether showlabel="true" in the field definition in the goal plan XML.
- C. Check the Plan layout in goal plan XML.
- D. Check whether viewdefault="on" in the field-definition in the goal plan XML.

ANSWER: B C

QUESTION NO: 2

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

Note: There are 2 correct answers to this question.

- A. Custom section
- B. Customized Weighted Rating section
- C. Obj/Comp Summary section
- D. Signature section

ANSWER: A B

QUESTION NO: 3

What happens when you define a Calibration Session owner while you are creating a session?

- A. The session creator can assign only one owner.
- B. The owner can view their calibration data on the Executive Review tab.
- C. The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.
- D. The owner can define export permissions for the session.

ANSWER: C

QUESTION NO: 4

What must you consider when using job families and roles?

- A. An employee can be assigned to multiple job codes.
- B. Multiple job codes can be assigned to each job role.
- C. Job families must be defined for the major job levels within the organization.
- D. Job roles can be created without assigning them to a job family.

ANSWER: B

QUESTION NO: 5

What is the purpose of the user-defined step in a single-step route map?

- A. To split the sections of the form and send each of them to different users for validation
- B. To assign the form to a group of people
- C. To ensure all performance forms are routed to the same user in that step
- D. To make sure the form comes back to the user's inbox at the end of the workflow

ANSWER: C

QUESTION NO: 6

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

Note: There are 2 correct answers to this question.

- A. Hide numeric rating values (only show text labels)
- B. Display circle icon as rating
- C. Enable Delete button
- D. Disable Delete button

ANSWER: C D

QUESTION NO: 7

What can users do with a form during a collaborative route map step?

- A. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.

- B. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- C. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.
- D. The form can be sent to another user with the Get Feedback button.

ANSWER: A

QUESTION NO: 8

What does the "Enable force route button in validation step" calibration feature do?

- A. Automatically routes forms to the next step in the route map after a Calibration Session is finalized
- B. Automatically populates valid participants and subjects based on the Calibration Session owner
- C. Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session
- D. Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session

ANSWER: D

QUESTION NO: 9

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

Note: There are 3 correct answers to this question.

- A. The Get Feedback feature, to collect additional comments on the form
- B. The Ask for Feedback button, to send an e-mail to internal or external users
- C. The Stack Ranker, to evaluate objectives for their direct reports
- D. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it.
- E. The Stack Ranker, to evaluate competencies for their direct reports

ANSWER: B D E

QUESTION NO: 10

When will ratings be displayed as a drop-down list?

Note: There are 3 correct answers to this question.

- A. When hiding numeric values

- B. When showing numeric values
- C. When using rating scales below 5 points
- D. When using matrix grid rating scales
- E. When using rating scales over 5 points

ANSWER: A D E