

SAP.C-THR82-2105.v2022-03-19.q28

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NEW QUESTION: 1

The goal plan template is an integral part of configuring the Goal Management product. Which of the following options best define the purpose of a goal plan template?

- A. Defines the goals that will populate on the goal plan.
- B. Defines the sections that will populate with employee information on the goal plan
- C. All of the above.
- D. Defines the fields users will complete during the goal planning

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 2

Which of the following options are benefits of Calibration with SAP Success Factors? There are 3 correct answers to this question.

- A. Identify true top performers
- B. Gather competency ratings from peers, direct reports, management and self
- C. Improve performance insight
- D. Assess performance objectively

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 3

Which of the following options best defines the term "Goal Import"? Please choose the correct answer.

- A. A method of creating, editing or deleting goals using a csv file.
- B. A method of moving goals from one goal plan to another goal plan.
- C. A method of determining progress and successful completion of goals.

D. A method of defining the basic abilities an employee must have to perform his or her role successfully.

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 4

When creating a goal, if a category is not chosen, it will automatically be left as an uncategorized goal.

A. True

B. False

Answer: B [\(LEAVE A REPLY\)](#)

NEW QUESTION: 5

Where do you disable the Info button on performance forms?

A. In Provisioning -> Company Settings

B. In Admin Center Manage Forms by User

C. In Admin Center -> Company Dictionary

D. In Admin Center -> Form template settings

Answer: D [\(LEAVE A REPLY\)](#)

NEW QUESTION: 6

Which of the following options is a tool that will help provide qualitative feedback for the competency evaluation?

A. Writing Assistant

B. Competency Assistant

C. Text Replacement

D. Help Text

Answer: A [\(LEAVE A REPLY\)](#)

NEW QUESTION: 7

During Complete 360 Evaluations process, who evaluate your performance? Please choose the correct answer.

A. Participants

B. Peers

C. Raters

D. Manager

Answer: C [\(LEAVE A REPLY\)](#)

NEW QUESTION: 8

Your customer is using one goal section and one competency section, the customer displays section weights in the performance review form.

The requirement in the performance summary section.

Based on this requirement and best practices, what weights do you assign to the sections?
Please choose the correct answer.

A. Competency Section 100%

Goal Section: 100%

B. Goal Section 0%

Competency Section 0%

C. Goal Section: 25%

Competency Section

D. Goal Section: 50%

Competency Section 50%

Answer: D (LEAVE A REPLY)

NEW QUESTION: 9

Select the option that best fits this description: This feature is accessed in Admin Center and allows you to set read and write permissions for facilitators, owners, participants, and co-facilitators both during the session and after the session has been approved.

A. Mass Create Calibration Sessions

B. Manage Calibration Templates

C. Manage Calibration Settings

D. Manage Calibration Session

Answer: C (LEAVE A REPLY)

NEW QUESTION: 10

Select the option that best fits this description: When configuring the calibration template, a specific tab allows you to define how data will visually display to end-users involved in calibrating ratings. It is possible to configure the dashboard and create a matrix 9-box from this area.

A. Advanced

B. Views

C. Data

D. Basic Info

Answer: B (LEAVE A REPLY)

NEW QUESTION: 11

Which configuration settings can you make for Stack ranker? There are 2 correct answers to this question.

A. Stack Ranker can be relabeled in the text replacement tool.

B. Stack Ranker can be restricted for use by managers.

C. Stack Ranker can be included in an objective section.

D. Stack Ranker can include competencies related by behaviors

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 12

Your customer has Goal Execution enabled in the goal plan template. How do you allow managers(EM) to edit the Probability of Success field for their direct reports?

- A. Create the write field permission to the bizx-pos field for the EM role.
- B. Enable the bizx-pos field definition.
- C. Create the bizx-pos action permission for the EM role.
- D. Set the bizx-pos permission for the EM role in Set User Permission-Manager Permission Roles-Goals

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 13

What can you do when you have configured send back button?

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

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 14

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?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

Dashboard reports in Goal Management are traditionally formatted and provide extremely detailed information.

- A. False
- B. True

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 16

During testing you discover that a field is missing from the goal plan. When you check the XML it Appears that the field is defined and the user has the correct. What else do you need to check?

- A. Goal plan type
- B. Data model
- C. Role-based permissions (RBP)
- D. Plan layout

Answer: C ([LEAVE A REPLY](#))

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NEW QUESTION: 17

Which of the following options establishes the workflow and steps that employees must follow during the performance review process?

- A. PerformanceReview Sections
- B. Route Maps
- C. Calibration Sessions
- D. Calibration Process

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 18

When do you use the "Add Existing Goal" button?

There are 2 correct answers to this question.

- A. When the configurable attribute is set to true
- B. When the configurable attribute is set to false
- C. When the autosync attribute is set to true
- D. When the autosync attribute is set to false

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 19

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?

- A. Changes to goals on the goal plan will auto-sync to the form the next time the form is opened.
- B. It will move the goal to a different section in the PM form
- C. The goals will reflect in the PM form.

D. The goals will NOT reflect in the PM form.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 20

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.

A. Role Based Permissions

B. Legacy permissions

C. The provisioning settings.

D. Administrative Privileges

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 21

When would you run the Update All Worksheets function? There are 3 correct answers to this question.

A. When an administration change the layout of the compensation plan template

B. When a manager makes a change to a performance rating on a performance form

C. When an administration changes the data in a look-up table.

D. When an administration manually moves an employee to a new worksheet.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

When reviewing the XML for layouts, ignore the options for PDF and Details layouts in the XML code.

A. False

B. True

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 23

Which of the following options can be configured in General Settings? Select all that apply.

Permission to enable/disable buttons visible on a performance form to end-users

A. Stack ranking employees on competency sections

B. Rating Scale

C. Route Map

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Your customer is an international company with a wide variety of salary ranges. The customer wants to use compa ratio to determine merit guidelines.

How could you configure the pay matrix table for this client?

- A. Annualize all salary ranges
- B. Use functional currency for the salary ranges
- C. Add the pay grade as a value in the pay matrix table
- D. Use four custom attributes.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 25

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

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 26

A competency section populates competencies based on the job code. The configuration of this section includes use-jobcode=true and <comp-category> is defined in the <fm-sect scale>?.

When a form is created for a person with the IC job code, how many of the competencies will populate on the Performance Review form?

- A. It will populate all of the subject's job specific competencies
- B. One competency will populate
- C. Five competencies will populate.
- D. No competencies will populate

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 27

When using the get feedback functionality during the performance review process, who can a user send the form to for feedback?

- A. EM+ only
- B. Users within the user's hierarchy
- C. EM and EMD
- D. Any active user

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 28

Where in Admin Center can multiple calibration sessions be created at once with a CSV file? Please choose the correct answer.

- A. Manage Calibration Session
- B. Mass Create Calibration Sessions
- C. Manage Calibration Settings
- D. Manage Calibration Templates

Answer: B ([LEAVE A REPLY](#))

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