

SAP.C-THR82-2311.v2024-08-28.q27

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NEW QUESTION: 1

How are competencies populated in the competency section of a form?

Note: There are 3 correct answers to this question.

- A. Administrators assign competencies to users from Admin Center.
- B. Managers assign Core Competencies to their direct reports from the Org Chart.
- C. Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML.
- D. Users add competencies manually in the form when the section is <configurable="true">.
- E. Competencies mapped to the users1 job roles by the administrator are visible in the Job Specific Competency section.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

Which of the following applies to the Employee Information section?

- A. Elements CANNOT be reordered.
- B. Custom elements can be included.
- C. New elements will become visible in the display options in Manage Templates.
- D. First Name and Last Name CANNOT be removed.

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

NEW QUESTION: 3

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?

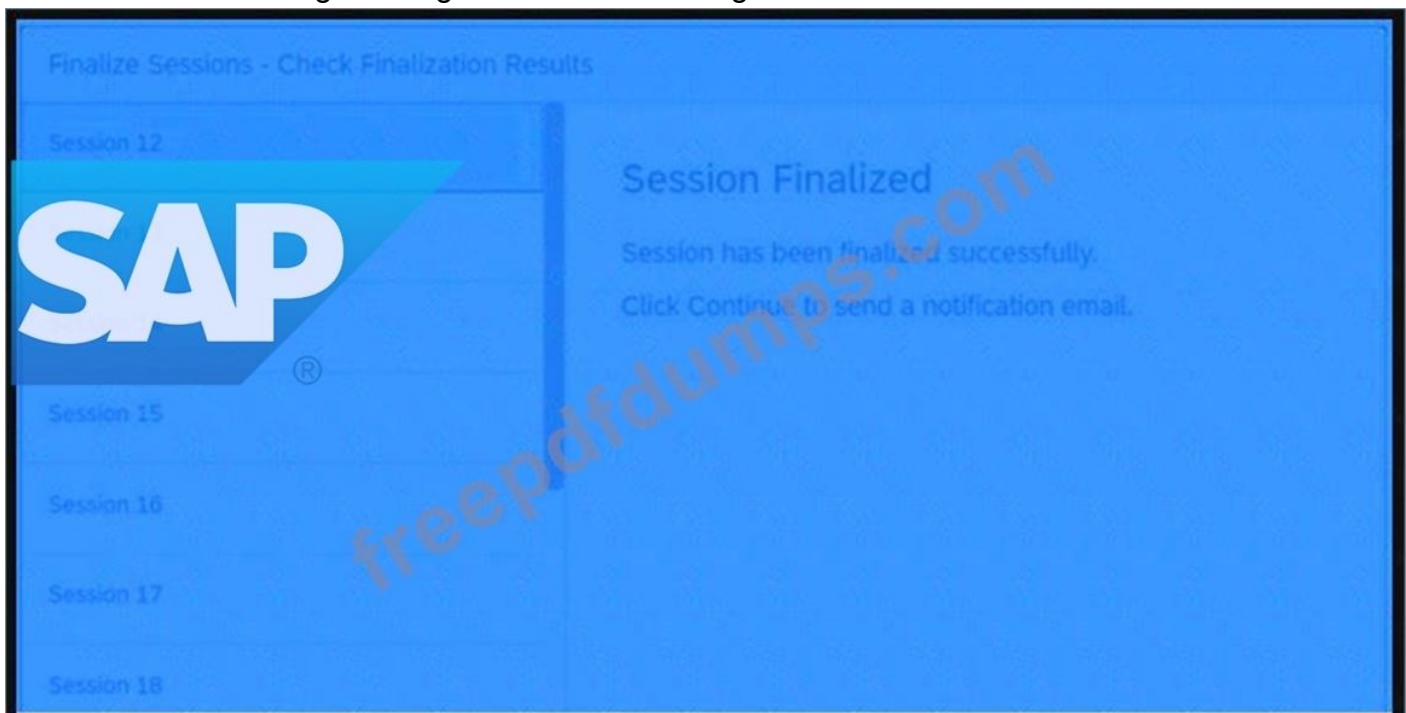
Note: There are 2 correct answers to this question.

- A. In XML <calc-summary-rating-label>
- B. In XML <overall-rating-label>
- C. In XML <calc-rating-label>
- D. In Manage Templates > Choose an alternate label for the rating field

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

Review the following images. In the first image, the administrator is finalizing several Calibration Sessions at once. But, in the second image, the administrator receives this warning message. What does the warning message in the second image mean?



- A. The number of sessions to be finalized exceeds the Online Mass Finalization Threshold set in Calibration Settings.
- B. The number of sessions to be finalized exceeds the default Online Mass Finalization Threshold of 25.
- C. NO sessions will be finalized, regardless of the default Online Mass Finalization Threshold of 25.
- D. NO sessions will be finalized, regardless of the Online Mass Finalization Threshold set in Calibration Settings.

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

NEW QUESTION: 5

What must you consider when using job families and roles?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

A user is uploading attachments to activities in continuous performance management (CPM). Which of the following are possible?

Note: There are 2 correct answers to this question.

- A. The user can upload a maximum of 5 attachments per activity.
- B. The user can only download an attachment they have previously uploaded.
- C. The user can upload attachments to activities in both legacy and latest CPM versions.
- D. The user can upload an attachment to their own activity or to an activity created on their behalf.

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

NEW QUESTION: 7

A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What should the customer do to achieve this?

Note: There are 2 correct answers to this question.

- A. In Form Template Settings, change the Default Targets to HR Reports Only.
- B. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).
- C. In RBP > General User Permission, grant permission to Create Forms.
- D. In Form Template Settings, enable Allow form creator to select anyone as the subject.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

Which features can be enabled and disabled in the Configuration page in Admin Center for the latest version of continuous performance management (CPM)?

Note: There are 3 correct answers to this question.

- A. Support multiple roles.
- B. Add activities.
- C. Provide discussion topics.
- D. Prevent feedback deletion by users.
- E. Access the Delete Continuous Feedback page.

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

NEW QUESTION: 9

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.

- A. The subject(s) of the Calibration Session must be defined.
- B. The location of the Calibration Session must be specified.

- C. The Calibration Session date must be defined.
- D. All the subjects' review forms must be at the calibration step in the route map.
- E. The calibration template to be used in the Calibration Session must be specified.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

In your goal plan, you notice some warning errors as shown in the screenshot. What do these warnings mean?

- A. The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight> is 30, and <min-goals> is 1 for the Business Goals category.
- B. The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and <min-goals> ^ is 1 for the Business Goals category.
- C. The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and <min-goals> - is 1 for the Business Goals category.
- D. The <max-weight> is 120 and <max-goals-per-category> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and LJ <min-goal-per-category> is 1 for the Business Goals category.

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

NEW QUESTION: 11

Which of the following options in 360 Reviews can be controlled from Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Allow managers to select external raters themselves.
- B. Hide the Decline to Participate button on the 360 form.
- C. Remove participants after 360 evaluation starts.
- D. Hide rater identities for specific roles and steps in named 360 Reviews.

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

NEW QUESTION: 12

You want to create a goal plan template. Which of the following methods are recommended?

Note: There are 3 correct answers to this question.

- A. Copy an existing DTD file and save it as a goal plan template file.
- B. Copy an existing goal plan and save as a new version in Admin Center.
- C. Download a template from SAP SuccessFactors Community.
- D. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Provisioning.
- E. Download a template from the SuccessStore.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

Which of the following are possible in the Ask for Feedback feature?

Note: There are 2 correct answers to this question.

- A. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- B. The Ask for Feedback system label in US English can be customized from Text Replacement.
- C. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.
- D. Ask for Feedback data, including the content of the feedback, is reportable in Table Reports.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

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?

- A. When you share/unshare a team goal with another manager, a notification appears.
- B. When the visibility of a goal is set to private, a notification does NOT appear.
- C. When the goal completion is set to 100%, a notification appears.
- D. When you change the visibility of a goal, a notification appears.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

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?

- A. 50% for the Goal section and 25% for each of the Competency sections
- B. Weight all sections equally so they add up to 100%
- C. 100% for the Goal section and 50% for each of the Competency sections
- D. 50% for the Goal section and 100% for each of the Competency sections

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

NEW QUESTION: 16

What attribute do you insert at the beginning of each label tag to make translations active for that label in the form XML?

- A. msgKey=
- B. translationID=
- C. msgCode=
- D. translation=

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

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NEW QUESTION: 17

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

Note: There are 2 correct answers to this question.

- A.** 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
- B.** 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
- C.** When you want to collect feedback from different users via e-mail
- D.** 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

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

NEW QUESTION: 18

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 to route existing forms into the calibration route map step when setting up a Calibration Session
- D.** Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session

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

NEW QUESTION: 19

Which of the following are possible for the manager-initiated Calibration Sessions?

Note: There are 2 correct answers to this question.

- A.** Direct reports can be added as participants.
- B.** Calibration views can be modified by managers.
- C.** Direct reports can be added as subjects.
- D.** Default facilitator(s) CANNOT be changed.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

How can you configure the Other's Rating tab in a performance form template?

Note: There are 2 correct answers to this question.

- A. You can select None, Disabled or Enabled as permission types for the Other's Rating tab.
- B. For your ratable sections, you can restrict access at section level of the Others' Rating tab.
- C. You can restrict access to the Others' Rating tab from Manage Templates > General Settings.
- D. You CANNOT restrict access at the field level to see only ratings or comments.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management? Note: There are 3 correct answers to this question.

- A. Give the direct manager permission to access the employee
- B. Define <obj-plan-states> in the goal plan template XML.
- C. Add the "obj-edit" in a performance form template XML.
- D. Configure the <plan-layout> to include switch buttons.
- E. Add < permission for=

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions? Note:

There are 3 correct answers to this question.

- A. Multiple ratings can be grouped together under the same distribution guideline.
- B. Operators, such as <, >, >=, <=, =, and "is between" are supported.
- C. An orange bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.
- D. Any data source, other than Performance, supports distribution range and group of ratings in guidelines.
- E. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.

Answer: B,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 23

What are some capabilities of the latest version of Goal Management? Note; There are 3 correct answers to this question.

- A. Spell Check and Legal Scan can be used in text and textarea fields.
- B. Users can manage Milestones for personal and team goals.
- C. A CSV header can be generated from the Goal Plan to import goals.
- D. Now and previous values of the changed fields are logged in the Audit History
- E. Personal Goals, up to 10 at a time, can be added from a Goal Library.

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

NEW QUESTION: 24

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

- A. To make sure the form comes back to the user's inbox at the end of the workflow
- 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 split the sections of the form and send each of them to different users for validation

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

NEW QUESTION: 25

What is enabled when you configure the Reject button?

Note: There are 2 correct answers to this question.

- A. Managers can recall the form from the signature step in Team Overview.
- B. Administrators can route the form.
- C. Forms can be routed to the previous step in the modify stage.
- D. Users can reject the form in the signature step and send it back to be edited.

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

NEW QUESTION: 26

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

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

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

NEW QUESTION: 27

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.

- A. table
- B. comment
- C. textarea
- D. enum
- E. bool

Answer: B,C,D ([LEAVE A REPLY](#))

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