

SAP.C_THR82_2205.v2023-05-04.q26

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NEW QUESTION: 1

Which of the following action permissions can you configure in the goal plan template?

Note: There are 3 correct answers to this question.

- A. Cascade push
- B. Lock goal
- C. Mass assign goal
- D. Move goal
- E. Share goal

Answer: A,D,E (LEAVE A REPLY)

NEW QUESTION: 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. Obj/Comp Summary section
- B. Custom section
- C. Customized Weighted Rating section
- D. Signature section

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 3

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 4

Where can you export and import translations of a performance form in Admin Center?

- A. In Manage Languages
- B. In Import Translations
- C. In Text Replacement
- D. In Manage Form Label Translations

Answer: D (LEAVE A REPLY)

NEW QUESTION: 5

Which of the following are capabilities of the Customized Weighted Rating section in the performance form?

Note: There are 2 correct answers to this question.

- A. It displays weights configured in business rules.
- B. It allows you to add an overall comment.
- C. It allows you to add custom elements.
- D. It displays all official ratings given at previous steps.

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 6

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.

- A. Delete all the code for the unwanted category from the goal plan XML template.
- B. Choose the Delete icon next to the category name in Admin Center -> Manage Templates.
- C. Delete the Plan Layout section from the goal plan XML template.
- D. Remove the permission to view the category in the goal plan XML template.

Answer: (SHOW ANSWER)

NEW QUESTION: 7

Your customer wants to modify the description of a competency in their library. Where can you make this change?

Note: There are 3 correct answers to this question.

- A. In Admin Center -> Manage Competencies
- B. In Provisioning -> Managing Competencies and Skills -> Competency Libraries
- C. In the CSV file downloaded from the competency library
- D. In the performance form template XML
- E. In Provisioning -> Company Settings

Answer: (SHOW ANSWER)

NEW QUESTION: 8

What can an administrator do when accessing the Delete Continuous Feedback page?

Note: There are 2 correct answers to this question.

- A. The administrator CANNOT restore feedback once the feedback is deleted.
- B. The administrator can only delete feedback given in the last three months.
- C. The administrator can access all information, including feedback content from others.
- D. The administrator can delete only feedback given or received by active users.

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 9

What happens if you freeze the Job Title field in the Employee Information section of the performance management form template?

- A. The job title on the form will be hidden if the employee data is updated while the form is in progress.
- B. 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.
- C. The job title on the form will update if the employee data is updated while the form is in progress.
- D. The job title on the form will NOT update if the employee data is updated while the form is in progress.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 10

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.

- A. The cascade-update="push-down" attribute in field-definition
- B. The cascade-update="regular" attribute in field-definition
- C. The allow-group-goal="true" attribute in obj-plan-template
- D. The configurable="true" attribute in objective-sect

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 11

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

Answer: (SHOW ANSWER)

NEW QUESTION: 12

Which type of permissions of approved sessions can be granted to facilitators?

Note: There are 3 correct answers to this question.

- A. Read
- B. Write
- C. Finalize
- D. Export
- E. Delete

Answer: A,D,E (LEAVE A REPLY)

NEW QUESTION: 13

Which of the following are available configurations in Manage Route Maps?

Note: There are 2 correct answers to this question.

- A. Step Exit Reminder
- B. Hide Route Map on the Form
- C. Enforce Start Date
- D. Modify Form Route Map

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 14

What must you consider when using job families and roles?

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 15

What happens when the minimum/maximum goal count per category is set in the goal plan?

- A. When the user creates goals, the same minimum/maximum value must be used for each of the goals.

- B. When a user creates a goal outside the minimum/maximum goal limits, the system provides soft warnings and the user can proceed.
- C. When the user creates a goal, the minimum/maximum limit for the overall goal must be defined.
- D. When a user creates a goal outside the minimum/maximum goal limits, the system provides a hard warning and the user CANNOT proceed.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 16

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

Note: There are 2 correct answers to this question.

- A. Maintain separate workbooks for each language to be implemented.
- B. Validate the translations in the test instance before copying to the production instance.
- C. Require configuration sign-off from the customer before beginning the translation work.
- D. Make sure the implementation consultant is the one responsible for the master file with the latest updates.

Answer: B,C (LEAVE A REPLY)

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NEW QUESTION: 17

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

Answer: (SHOW ANSWER)

NEW QUESTION: 18

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.

- A. Matrix Grid view
- B. Dashboard view
- C. List view
- D. Executive review
- E. Bin view

Answer: B,D,E (LEAVE A REPLY)

NEW QUESTION: 19

Which of the following applies to the Employee Information section?

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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 20

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

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 21

What action does the following XML code allow a manager to perform from their goal plan?

```
{permission for="cascade-push"} {role-name} {![CDATA[EM + ]]} {/role-name} {/permission}
```

- A. A manager can cascade goals to their manager's goal plan.
- B. A manager can cascade a goal from their direct report's goal plan.
- C. A manager can cascade goals to all employees in their reporting chain.
- D. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 22

Which of the following are unique admin actions for 360 Reviews that are NOT available in performance forms?

Note: There are 3 correct answers to this question.

- A. Restore deleted forms.
- B. Restore completed forms.
- C. Mass decline forms.
- D. Change form dates.
- E. Change participant category.

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 23

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

Note: There are 3 correct answers to this question.

- A. Competencies mapped to the users1 job roles by the administrator are visible in the Job Specific Competency section.
- 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. Administrators assign competencies to users from Admin Center.
- E. Users add competencies manually in the form when the section is <configurable="true">.

Answer: A,C,E (LEAVE A REPLY)

NEW QUESTION: 24

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

Answer: C,D (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. Administrators can route the form.
- B. Managers can recall the form from the signature step in Team Overview.
- 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 features have deprecation dates announced?

Note: There are 2 correct answers to this question.

- A. PMv12 Acceleration
- B. Legacy continuous performance management (CPM)
- C. Goal Management v12
- D. 360 Reviews v11

Answer: C,D (LEAVE A REPLY)

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