

DUMPS ARENA

SAP Certified Application Associate SAP SuccessFactors Performance and Goal Management 1H/2022

SAP C_THR82_2205

Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

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

- A. The is 120 and is 9 for the entire goal plan. The is 30 and — is 1 for the Business Goals category.
- B. The is 120 and is 9 for the entire goal plan. The is 30 and LJ is 1 for the Business Goals category.
- C. The is 120 and is 9 for the entire goal plan. The is 30, and is 1 for the Business Goals category.
- D. The is 120 and is 9 for the entire goal plan. The is 30 and ^ is 1 for the Business Goals category.

ANSWER: D**QUESTION NO: 2**

Which of the following are options in the Review Information section of the performance form?

Note: There are 2 correct answers to this question.

- A. Only fixed dates set at form template level can be made editable in the section.
- B. Custom elements can be added.
- C. Review dates are hard-coded from Form Template Settings.
- D. This section type is generally disabled for end users.

ANSWER: C D**QUESTION NO: 3**

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 collect feedback from different users via e-mail
- B. 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
- C. 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
- D. 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

ANSWER: B C

QUESTION NO: 4

Which of the following features have deprecation dates announced?

Note: There are 2 correct answers to this question.

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

ANSWER: A B

QUESTION NO: 5

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: 6

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

ANSWER: A B C

QUESTION NO: 7

Which rating is the rating of record in a Performance Management template configured with a Performance/Potential summary, an Overall summary, and a Customized Weighted Rating summary?

- A. The manual rating from Customized Weighted Rating section
- B. The calculated rating from the Overall Summary section
- C. The manual rating from the Overall Summary section
- D. The manual rating from Performance/Potential summary

ANSWER: C**QUESTION NO: 8**

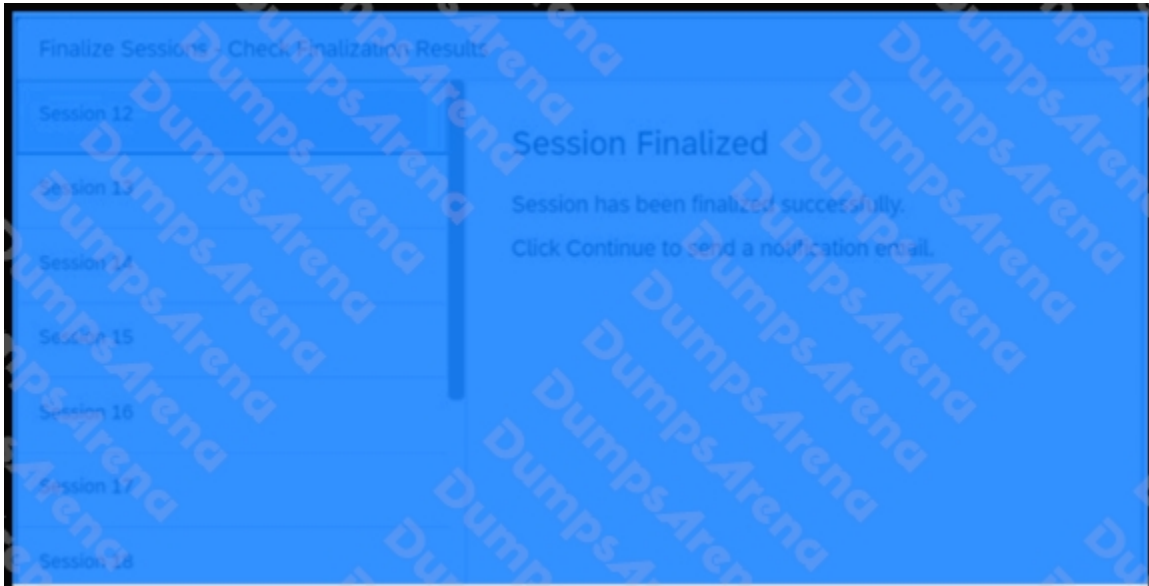
In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved. Which of the following should you configure in XML to trigger these two messages?

Note: There are 3 correct answers to this question.

- A. 8
- B. `{min"error"msg}{![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]}{/min-error-msg}`
- C. 8
- D. `{rater-cat-min-err-msg}{![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]}{/rater-cat-min-err-msg}`
- E. `{min-warning-msg}{![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum LJ number of [[EXPECTED_COUNT]]]}{/min-warning-msg}`

ANSWER: A B D**QUESTION NO: 9**

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

ANSWER: C

QUESTION NO: 10

Your customer has 5 unique competencies for individual contributors and 5 for managers. The competencies will be translated into 11 languages and will auto-populate on a multi-language performance review form based on job code. What attribute must be shared for all translations of the same competency to meet this requirement?

- A. Library name
- B. Did
- C. Category
- D. GUID

ANSWER: D