

SAP.C-THR82-2105.v2022-05-28.q26

Exam Code:	C-THR82-2105
Exam Name:	SAP Certified Application Associate - SAP SuccessFactors Performance and Goal Management 1H/2021
Certification Provider:	SAP
Free Question Number:	26
Version:	v2022-05-28
# of views:	756
# of Questions views:	260
https://www.dumpsdb.com/dumps/SAP/C-THR82-2105/SAP.C-THR82-2105.v2022-05-28.q26	

NEW QUESTION: 1

Where is the question, "Is this goal relevant?" displayed within the goal plan?

- A. In the goal plan introduction section
- B. In the Goal wizard popup window
- C. In the goal plan summary
- D. In the Edit Goal popup window

Answer: B (LEAVE A REPLY)

NEW QUESTION: 2

Which of the following actions can be made for a competency in a competency library?

Select all that apply.

- A. Move to Another Category
- B. Delete aCompetency
- C. Download
- D. Change the Competency Status

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

NEW QUESTION: 3

What is the name of the permissions model that customers are encouraged to adopt?

- A. Premium

- B. Legacy
- C. Role Based
- D. Platinum

Answer: (SHOW ANSWER)

NEW QUESTION: 4

What permissions can be given to facilitators for approved sessions? Note:

There are 3 correct answers to this question

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

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

NEW QUESTION: 5

You are creating a table field in the goal plan. Which of the following configurations settings can you make?

There are 2 correct answers to this question.

- A. Add the bizx-effort-spent field to a table.
- B. Relabel tables and table columns
- C. Arrange table columns in any order
- D. Add custom fields to a table

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 6

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

- A. When a manager makes a change to a performance rating on a performance form
- B. When an administration manually moves an employee to a new worksheet.
- C. When an administration change the layout of the compensation plan template
- D. When an administration changes the data in a look-up table.

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

NEW QUESTION: 7

Which goal alignment method allows two employees who are working on the same project but have no other common relationship to associate a goal?

- A. Cascade-pull
- B. Cascade-push
- C. Cascade-align

Answer: A (LEAVE A REPLY)

NEW QUESTION: 8

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.** The form is within all the collaborative step participants' inbox at the same time and all users can edit the form simultaneously.
- 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.** Send the form to another user with the get edit or the get comment option available in the route map.

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

NEW QUESTION: 9

What reports can be identified in the Calibration org chart v12? Note: There are 2 correct answers to this question.

- A.** Matrix reports
- B.** Custom Manager reports
- C.** D HR reports
- D.** Direct reports

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

Competencies were mapped, to job roles in the system. However, when a performance form was launched the competencies did NOT display in the job - specific What is the most likely reason for this issue?

- A.** The competency GUID instead of the competency ID was used when configuring the competency section.
- B.** The category-filter-opt attribute in the competency section was NOT specified.
- C.** The auto-sync option in the competency section was NOT enabled.
- D.** The job role is NOT mapped with the exact job code as it appears in the employee data file.

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

NEW QUESTION: 11

You have created a route map and have entered information for all options in each step.

You have also configured To Dos for the Home Page.

Which field appears in the planner's To Do List on the Home Page when the worksheet is in their inbox?

- A.** Step Introduction & Mouseover Text
- B.** Step Description

- C. Step ID
- D. Step Name

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

NEW QUESTION: 12

What must you consider when using a goal library?

- A. You can use an unlimited number of characters for the goal library name, category and goal name
- B. You must map a goal library to one goal plan at a time.
- C. You must create the goal library in the default language before it can be enabled in other languages.
- D. You must load the goal library with the Goal Management module by customer services.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

What can managers do with the coaching feature of continuous Performance Management (CPM)? Note:

There are 2 correct answers to this question

- A. Add one thing that an Employee did well
- B. Send an e-mail to request feedback from a peer
- C. Send an e-mail to request feedback from someone outside the organization
- D. Add one thing that an employee needs to improve upon

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

NEW QUESTION: 14

In what scenario would you use the Get Feedback function? 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 for comments in the form
- C. When you want to collect the feedback in the Supporting Information Pod.
- D. When you want to send the actual form to another user asking to rate items in the form.

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

NEW QUESTION: 15

You want to display the percentage of employees in each pay grade who are eligible to receive a stock grant.

Which of the following activities must you perform to do this? Please choose the correct answer.

- A. Create a custom stock field with a formula that calculates stock grant percentages per pay grade.
- B. Upload a stock participation guideline table CSV file in the Admin Tools.

C. Create an eligibilityengine rule in the Admin Tools which defines stock eligibility by pay grade.

D. Import the value TRUE in the STOCK_UNITS_ELIGIBLE column of the user data file (UDF) for users with eligible pay grades.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

Which of the following tools establishes the workflow and steps that employees follow during a performance or a 360 review process?

A. Stages

B. Form Sections

C. Company Process

D. Route Map

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

Where can permissions to access the Detailed 360 Reports be defined?

A. Manage Permission Roles

B. Manage Permission Groups

C. Security Permission Reports

D. Form Template Settings

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

NEW QUESTION: 18

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

A. Forms can be routed to any system user for feedback.

B. Users reject form in signature step and send back for edit.

C. Forms can be routed to previous step in route map.

D. Admin can route form.

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

NEW QUESTION: 19

Where is the employee hierarchy used in Goal Management defined? Please choose the correct answer.

- A. It is defined in the User Data File and reflected in the Organizational Chart.
- B. None of the above.
- C. The employees define the hierarchy by selecting their manager in a background element of their Employee Profile.
- D. The administrator defines the employee hierarchy directly in the Organizational Chart.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 20

Goal Execution has specific fields that have to be added to the goal plan. Which of the following fields is NOT specific to Goal Execution?

- A. Strategic Goal
- B. Probability of Success
- C. Goal Weight
- D. Execution Target
- E. Execution Actual

Answer: C (LEAVE A REPLY)

NEW QUESTION: 21

Which step type in the modify stage of the route map allows a form to loop between two or more people before moving on to the next step?

- A. Collaboration
- B. Iterative
- C. Single

Answer: B (LEAVE A REPLY)

NEW QUESTION: 22

The End of Life for Goal Management V11 is currently scheduled to occur in 2018. If customers have not activated Goal Management V12 by the End of Life date what will happen?

- A. Users will no longer be able to access their goal plans.
- B. Goal plan data will no longer appear on performance forms.
- C. All existing goal plans and associated data will be purged from customer instances
- D. Customers will automatically be upgraded to Goal Management V12 with no loss of functionality.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 23

In the goal plan XML, for which of the following features can text be replaced? There are 2 correct answers to this question.

- A. Add goal to plan button
- B. Goal Label
- C. Add library goal button
- D. Goal Plan instructional text

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

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

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

NEW QUESTION: 25

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. Views
- B. Advanced
- C. Basic Info
- D. Data

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

What is enabled when you configure the Send Back button?

- A. Administrators can route the form.
- B. Forms can be routed to any system user feedback
- C. Users can reject the form in the signature step and send it back -be edited.
- D. Forms can be routed to the previous step the rote map

Answer: ([SHOW ANSWER](#))

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