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SAP C_THR82_2411

**SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Performance and Goals**



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Product Version

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Latest Version: 7.1

Question: 1

You are configuring hidden-threshold="2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters? Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
- B. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- C. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.
- D. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.

Answer: A, D

Question: 2

A user who is NOT defined in the route map needs to provide both ratings and comments in the performance review. Which of the following are required to achieve this? Note: There are 2 correct answers to this question.

- A. The user should have access to Subject Rating.
- B. The Disable Ask for Edit Routing option should be disabled.
- C. The user should have access to Unofficial User Rating.
- D. The Disable Ask for Comment Routing option should be disabled.

Answer: B, C

Question: 3

Which of the following section types can you include in a 360 Review form? Note: There are 2 correct answers to this question.

- A. Custom section
- B. Reviewer Info section
- C. Performance-Potential Summary section
- D. Obj/Comp Summary section

Answer: A, B

Question: 4

Which of the following are unique Edit Form Attributes options in 360 Reviews? Note: There are 2 correct answers to this question.

- A. Enable Development Plan Integration
- B. Show section weights
- C. Lock down section weights
- D. Recall enabled

Answer: C, D

Question: 5

You are editing the global settings in the goal plan template GMv12 version. 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 goal completion is set to 100%, a notification appears.
- C. When you change the visibility of a goal, a notification appears.
- D. When the visibility of a goal is set to private, a notification does NOT appear.

Answer: A

Question: 6

What is the purpose of the Coaching Advisor/Give Advice functionality? Note: There are 2 correct answers to this question.

- A. To give a user guidance to create SMART goals
- B. To give a user information on how to strengthen a competency
- C. To give a user developmental suggestions
- D. To give a user an overall performance rating based on calculations

Answer: B, C

Question: 7

Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you control when setting up a Calibration session? Note: There are 2 correct answers to this question.

- A. You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.
- B. You can select custom filters to be used in people search when you set up a Calibration Session.
- C. You can select Filter fields for the filter function across all views in the Calibration Session.
- D. You can select additional fields to be displayed in the results table, in addition to the default search result fields.

Answer: C, D

Question: 8

If you are using distribution guidelines in calibration, where are they visible? Note: There are 3 correct answers to this question.

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

Answer: A, B, C

Question: 9

When will ratings be displayed as a drop-down list? Note: There are 3 correct answers to this question.

- A. When using rating scales over 5 points
- B. When using matrix grid rating scales
- C. When hiding numeric values
- D. When showing numeric values
- E. When using rating scales below 5 points

Answer: A, B, C

Question: 10

Which features can be enabled and disabled in the Continuous Performance Management Configuration page for the latest version of continuous performance management (CPM)? Note: There are 3 correct answers to this question.

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

Answer: B, C, E

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