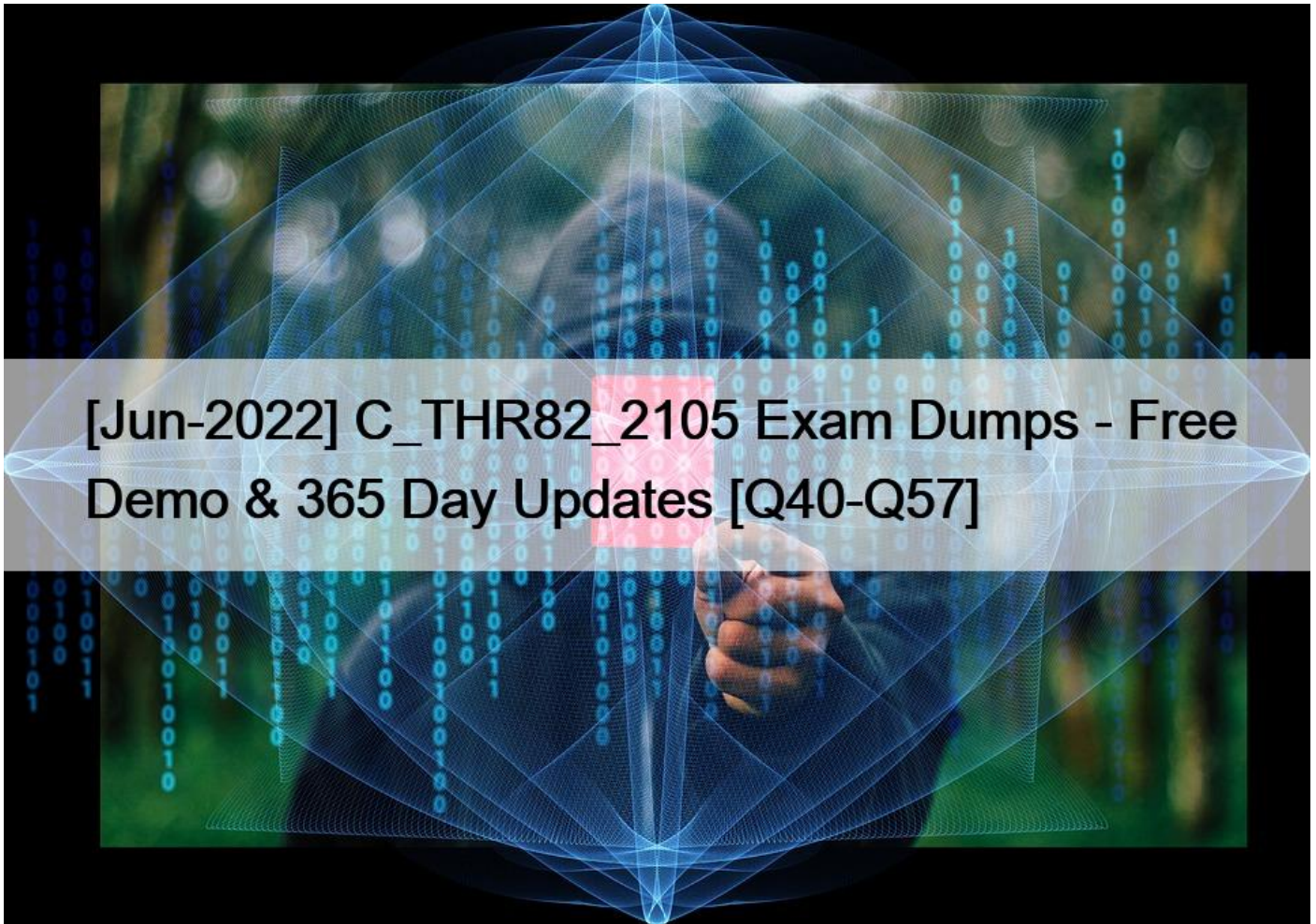


[Jun-2022 C_THR82_2105 Exam Dumps - Free Demo & 365 Day Updates [Q40-Q57]



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SAP C_THR82_2105 Certification Exam Topics:

Topic Areas
Topic Details, Courses, Books
Calibration > 12% Describe how to configure Calibration. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **360 Reviews 8% - 12%** Describe how to configure the 360 Reviews feature. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **Translations < 8%** Describe the translation process. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **Competencies 8% - 12%** Describe how competencies are defined. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **Goal Plans > 12%** Describe how goal plans are maintained. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **Continuous Performance Management < 8%** Identify how to activate Continuous Performance Management (CPM) and the features of CPM. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **Configuration of Performance Management 8% - 12%** Describe in detail how to configure Performance Management templates. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE) **Form Templates > 12%** Define and modify performance

management form templates. THR80 (SUCCESSFACTORS HCM SUITE) THR82 (SUCCESSFACTORS HCM SUITE)

C_THR82_2105 Exam Certification Details:

Cut Score:64% Languages:English Exam:80 questions Level:Associate Sub-solution:SuccessFactors Duration:180 mins

NO.40 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.

- * Views
- * Data
- * Basic Info
- * Advanced

NO.41 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.

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

NO.42 What reports can be identified in the Calibration org chart v12? Note: There are 2 correct answers to this question.

- * Matrix reports
- * Custom Manager reports
- * Direct reports
- * D HR reports

NO.43 An employee viewing his or her own goal plan can select any plan to view that has been made available. How would an administrator define which goal plans are available for employees to toggle between? There are 2 correct answers to this question.

- * Make specific goal plans active or inactive in Manage Templates.
- * Submit a support ticket for SAP Success Factors; Customer Success team to deactivate the goal plan in the back-end.
- * Verify Role-Based Permissions
- * Delete the route map associated to the goal plan so it becomes non-functional.

NO.44 Which of the following options best defines the term 'Goal Import'? Please choose the correct answer.

- * A method of moving goals from one goal plan to another goal plan.
- * A method of defining the basic abilities an employee must have to perform his or her role successfully.
- * A method of creating, editing or deleting goals using a csv file.
- * A method of determining progress and successful completion of goals.

NO.45 In the summary section of a performance management form, the manual rating and calculated rating are both enabled. Which rating is the rating of record?

- * Calculated Rating
- * Scale adjusted rating
- * Item Rating

* Manual Rating

NO.46 What can managers do with the coaching feature of continuous Performance Management (CPM)? Note:

There are 2 correct answers to this question

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

NO.47 Select the function that best corresponds to the description: User who needs an aggregate view of several calibration sessions but who does not have to be present in each session.

- * Executive Review
- * Calibration Dashboard
- * Executive Dashboard
- * Calibration
- * Ownership

NO.48 What must you consider when using job families and roles?

- * Job families must be defined for major functions within organization
- * An Employee can be assigned to multiple job codes
- * Multiple job codes can be assigned to each job role
- * Job roles can be created without assigning them to job family

NO.49 Where is the employee hierarchy used in Goal Management defined? Please choose the correct answer.

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

NO.50 Your route map includes a collaborative step. What does a collaborative route map step allow users in the step to do?

- * Allows the employee to send the form to another user to collaborate on the form
- * Allows the employees to add a user to the route map to collaborate on the form.
- * Allows all user roles to see the form in their inbox at the same time and enter data at almost the same time.
- * Allows all user roles to simultaneously view and edit the form at the same time

NO.51 Which of the following roles does the calibration tool use to assign different responsibilities to those in the calibration process?

Note: There are 3 correct answers to this question

- * Participant
- * Originator
- * Owner Facilitator
- * Employee

NO.52 Competencies can be mapped to department and division competencies and job codes

- * True
- * False

NO.53 What are the advantages of the iterative route step? There are 2 correct answers to this question.

- * Entry and exit user roles can be defined.
- * Participants can send a form back and forth many times in the same route map.
- * It is always available in the inbox of all participants for viewing and editing
- * It can be used as the calibration step.

NO.54 Which of the following options establishes the workflow and steps that employees must follow during the performance review process?

- * PerformanceReview Sections
- * Calibration Process
- * Calibration Sessions
- * Route Maps

NO.55 Which goal alignment method allows two employees who are working on the same project but have no other common relationship to associate a goal?

- * Cascade-push
- * Cascade-align
- * Cascade-pull

NO.56 Where can permissions to access the Detailed 360 Reports be defined?

- * Form Template Settings
- * Manage Permission Groups
- * Security Permission Reports
- * Manage Permission Roles

NO.57 What permissions can be given to facilitators for approved sessions? Note:

There are 3 correct answers to this question

- * Write
- * Delete
- * Finalize
- * Export
- * Read

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