

## Steps Necessary To Pass The C\_THR82\_2205 Exam from Training Expert Test4Engine [Q29-Q51]



## Steps Necessary To Pass The C\_THR82\_2205 Exam from Training Expert Test4Engine [Q29-Q51]

Steps Necessary To Pass The C\_THR82\_2205 Exam from Training Expert Test4Engine  
Valid Way To Pass SAP Certified Application Associate's C\_THR82\_2205 Exam

### NEW QUESTION 29

You are planning to use `rating-opt=*&l*` for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box. Which of the following fields should you consider when defining field permissions for this section?

Note: There are 2 correct answers to this question.

- \* item-rating
- \* subject-item-rating
- \* item-cmt-rating
- \* manual-rating

### NEW QUESTION 30

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management? Note: There are 3 correct answers to this question.

- \* Add < permission for=
- \* Configure the <plan-layout> to include switch buttons.
- \* Add the <obj-edit>; in a performance form template XML.
- \* Define <obj-plan-states> in the goal plan template XML.
- \* Give the direct manager permission to access the employee

### NEW QUESTION 31

In what scenario would you use the Get Feedback function on a performance form?

Note: There are 2 correct answers to this question.

- \* When you want to collect feedback from different users via e-mail
- \* 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
- \* 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
- \* 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

### NEW QUESTION 32

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?

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

### NEW QUESTION 33

Which of the following scale-type options are supported in 360 Reviews, SAP Fiori Version?

Note: There are 3 correct answers to this question.

- \* STAR
- \* HORIZONTAL\_RADIO
- \* DROPDOWN
- \* FREETEXT
- \* CIRCLE

### NEW QUESTION 34

What is required when you define a custom field in the goal plan?

Note: There are 2 correct answers to this question.

- \* You must assign a field type to the field.
- \* You must make the field reportable.
- \* You must assign a unique ID to the field.
- \* You must assign a field description to the field.

### NEW QUESTION 35

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.

- \* Change participant category.
- \* Restore completed forms.
- \* Change form dates.
- \* Restore deleted forms.
- \* Mass decline forms.

### NEW QUESTION 36

Which of the following field types can be configured as custom fields in the goal plan?

Note: There are 3 correct answers to this question.

- \* comment
- \* textarea
- \* table
- \* bool
- \* enum

### NEW QUESTION 37

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

Note: There are 3 correct answers to this question.

- \* Competencies mapped to the users' job roles by the administrator are visible in the Job Specific Competency section.
- \* Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML.
- \* Users add competencies manually in the form when the section is `<configurable=true>`.
- \* Managers assign Core Competencies to their direct reports from the Org Chart.
- \* Administrators assign competencies to users from Admin Center.

### NEW QUESTION 38

You are calibrating overall ratings using performance as data source. What are some of the requirements for the Calibration Session to be successfully validated?

Note: There are 3 correct answers to this question.

- \* The calibration template to be used in the Calibration Session must be specified.
- \* The Calibration Session date must be defined.
- \* The subject(s) of the Calibration Session must be defined.
- \* All the subjects' review forms must be at the calibration step in the route map.
- \* The location of the Calibration Session must be specified.

### NEW QUESTION 39

Which of the following applies to the Employee Information section?

- \* Custom elements can be included.
- \* First Name and Last Name CANNOT be removed.
- \* Elements CANNOT be reordered.

- \* New elements will become visible in the display options in Manage Templates.

#### NEW QUESTION 40

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date. What settings do you need to make to ensure this takes place?

- \* Define the start date for the first step in the route map configuration in Manage Route Maps, Select the `Enforce Start Date` option in Step 2 of the route map.
- \* Define the due date for the first step in the route map configuration in Form Template Settings, Select the `Automatic send on due date` option in Step 1 of the route map.
- \* Define the due date for the first step in the route map configuration in Manage Route Maps, Select the `Automatic send on due date` option in Step 1 of the route map and also select the `Always send regardless of validation` option.
- \* Define the exit date for the first step in the route map configuration in Manage Route Maps, Select the `Automatic send on due date` option in Step 1 of the route map and also select the `Always send regardless of validation` option.

#### NEW QUESTION 41

Which of the following features have deprecation dates announced?

Note: There are 2 correct answers to this question.

- \* 360 Reviews v11
- \* Goal Management v12
- \* Legacy continuous performance management (CPM)
- \* PMv12 Acceleration

#### NEW QUESTION 42

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 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.
- \* A manager can cascade goals to all employees in their reporting chain.
- \* A manager can cascade goals to their manager's goal plan.
- \* A manager can cascade a goal from their direct report's goal plan.

#### NEW QUESTION 43

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

Note: There are 2 correct answers to this question.

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

#### NEW QUESTION 44

What happens when you define a Calibration Session owner while you are creating a session?

- \* The session creator can assign only one owner.
- \* The owner can view their calibration data on the Executive Review tab.

- \* The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.
- \* The owner can define export permissions for the session.

#### **NEW QUESTION 45**

What is the purpose of the user-defined step in a single-step route map?

- \* To split the sections of the form and send each of them to different users for validation
- \* To assign the form to a group of people
- \* To ensure all performance forms are routed to the same user in that step
- \* To make sure the form comes back to the user's inbox at the end of the workflow

#### **NEW QUESTION 46**

Which of the following options are new enhancements in 360 Reviews, SAP Fiori Version that are NOT available in v11?

Note: There are 2 correct answers to this question.

- \* Form Autosave
- \* Circle or Star Rating
- \* Stack Ranker 360 form history
- \* EZ Rater

#### **NEW QUESTION 47**

A user who is NOT defined in the route map needs to provide 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.

- \* The Disable Ask For Comment Routing option should be disabled.
- \* The user should have access to Unofficial User Rating.
- \* The Disable Ask For Edit Routing option should be disabled.
- \* The user should have access to Subject Rating.

#### **NEW QUESTION 48**

Which of the following are possible in the Ask for Feedback feature?

Note: There are 2 correct answers to this question.

- \* Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.
- \* Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- \* The Ask for Feedback system label in US English can be customized from Text Replacement.
- \* Ask for Feedback data, including the content of the feedback, is reportable in Table Reports.

#### **NEW QUESTION 49**

You want to create a goal plan template. Which of the following methods are recommended?

Note: There are 3 correct answers to this question.

- \* Copy an existing DTD file and save it as a goal plan template file.
- \* Copy an existing goal plan and save as a new version in Admin Center.
- \* Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Provisioning.

- \* Download a template from SAP SuccessFactors Community.
- \* Download a template from the SuccessStore.

### NEW QUESTION 50

Which of the following are unique Edit Form Attributes options in 360 Reviews?

Note: There are 3 correct answers to this question.

- \* Enable Development Plan Integration
- \* Calculation on form
- \* Lock down section weights
- \* Recall enabled
- \* Anonymous 360

### NEW QUESTION 51

What can you do with the latest version of continuous performance management (CPM)?

Note: There are 3 correct answers to this question.

- \* Add attachments to one of your activities.
- \* Send a channel invitation to your colleague to have regular 1:1 meetings.
- \* Create a new development goal from your activities view.
- \* Add your own meeting notes to assist with the 1:1 meeting.
- \* Provide coaching advice to your direct report in the 1:1 meeting.

**All C\_THR82\_2205 Dumps and SAP Certified Application Associate - SAP SuccessFactors Performance and Goal Management 1H/2022 Training Courses:** [https://www.test4engine.com/C\\_THR82\\_2205\\_exam-latest-braindumps.html](https://www.test4engine.com/C_THR82_2205_exam-latest-braindumps.html)