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 users1 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.

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