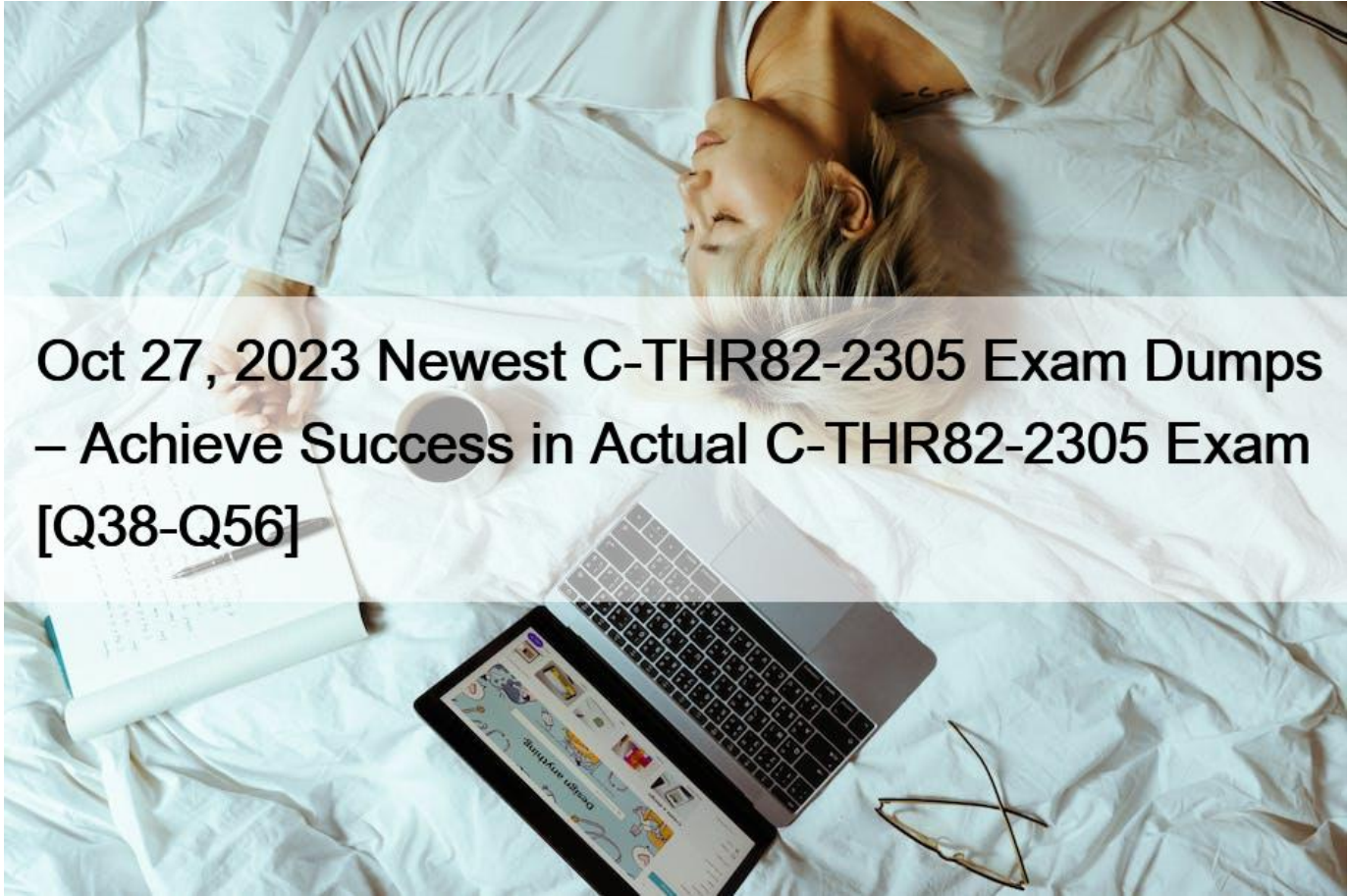


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QUESTION 38

Which of the following section types can you include in a 360 Review form?

Note: There are 2 correct answers to this question.

- * Custom section
- * Customized Weighted Rating section
- * Obj/Comp Summary section
- * Signature section

QUESTION 39

What issues can you face if the Goal Management-Performance Management Sync Up option is NOT enabled?

Note: There are 2 correct answers to this question.

- * A goal in a performance management form that is in progress will be outdated if the goal is edited from the Goal Plan.
- * The list of assigned competencies might be outdated after a change of job code if performance forms have NOT been opened.
- * If the performance form has NOT been opened since the last modification coming from Goal Management, the form that might be used by Variable Pay will include outdated Goal Management data.
- * Performance management reports might include expired Goal Management data if performance forms have NOT been opened since the last modification from Goal Management.

QUESTION 40

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.

QUESTION 41

What are some capabilities of the latest version of Goal Management? Note: There are 3 correct answers to this question.

- * A CSV header can be generated from the Goal Plan to import goals.
- * Spell Check and Legal Scan can be used in text and textarea fields.
- * Users can manage Milestones for personal and team goals.
- * Personal Goals, up to 10 at a time, can be added from a Goal Library.
- * Now and previous values of the changed fields are logged in the Audit History.

QUESTION 42

What can you do with the Beta Goal Import feature?

Note: There are 3 correct answers to this question.

- * Align goals.
- * Update goals.
- * Transfer existing goals between employees.
- * Delete goals.
- * Delete goal comments.

QUESTION 43

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.

QUESTION 44

What can users do with a form during a collaborative route map step?

- * The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.
- * The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- * The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.
- * The form can be sent to another user with the Get Feedback button.

QUESTION 45

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.

QUESTION 46

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.

QUESTION 47

What do you need to do to configure a manager's ability to lock an employee's goal plan in Goal Management?

Note: There are 3 correct answers to this question.

- * Define <obj-plan-states> in the goal plan template XML.
- * Add <permission for=change-state;> to the Manager in the goal plan template XML.
- * Add the <obj-edit> in a performance form template XML.
- * Give the manager permission to access the employee's goal plan template in Role-Based Permissions.
- * Configure the <plan-layout> to include switch buttons.

QUESTION 48

What happens when the minimum/maximum goal count per category is set in the goal plan?

- * When a user creates a goal outside the minimum/maximum goal limits, the system provides a hard warning and the user CANNOT proceed.
- * When the user creates a goal, the minimum/maximum limit for the overall goal must be defined.
- * When the user creates goals, the same minimum/maximum value must be used for each of the goals.
- * When a user creates a goal outside the minimum/maximum goal limits, the system provides soft warnings and the user can proceed.

QUESTION 49

What happens if you freeze the Job Title field in the Employee Information section of the performance management form template?

- * The job title on the form will NOT update if the employee data is updated while the form is in progress.

- * The job title on the form will update if the employee data is updated while the form is in progress.
- * The job title on the form will be hidden if the employee data is updated while the form is in progress.
- * If the employee data is updated while the form is in progress, the job title will update but the job role will NOT be updated.

QUESTION 50

The standard goal plan template includes four goal categories. Your customer wants to use only three of the standard categories. How do you delete a goal category from the goal plan template?

Note: There are 2 correct answers to this question.

- * Remove the permission to view the category in the goal plan XML template.
- * Delete all the code for the unwanted category from the goal plan XML template.
- * Choose the Delete icon next to the category name in Admin Center -> Manage Templates.
- * Delete the Plan Layout section from the goal plan XML template.

QUESTION 51

Which rating is the rating of record in a Performance Management template configured with a Performance/Potential summary, an Overall summary, and a Customized Weighted Rating summary?

- * The manual rating from Customized Weighted Rating section
- * The calculated rating from the Overall Summary section
- * The manual rating from the Overall Summary section
- * The manual rating from Performance/Potential summary

QUESTION 52

Your customer is using an Obj/Comp Summary section that includes one goal section and two competency sections. The customer displays section weights in the performance review form. The requirement is that goals and competencies be equally important for the calculated rating. Based on this requirement and best practices, what weights do you assign to the sections?

- * Weight all sections equally so they add up to 100%
- * 50% for the Goal section and 25% for each of the Competency sections
- * 100% for the Goal section and 50% for each of the Competency sections
- * 50% for the Goal section and 100% for each of the Competency sections

QUESTION 53

In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved. Which of the following should you configure in XML to trigger these two messages?

Note: There are 3 correct answers to this question.

- * `<min-rater-count>8</min-rater-count>`
- * `{min-error-msg}{![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]}{/min-error-msg}`
- * `<min-rater-complete-count>8</min-rater-complete-count>`
- * `{rater-cat-min-err-msg}{![CDATA[Number of Feedback Givers selected for Category`

`“[[CATEGORY]]” is [[ACTUAL_COUNT]] and does not meet the minimum number of`

`[[EXPECTED_COUNT]]]}{/rater-cat-min-err-msg}`

- * `{min-warning-msg}{![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum LJ`

number of [[EXPECTED_COUNT]]]] } { /min-warning-msg }

QUESTION 54

What is enabled when you configure the Reject button?

Note: There are 2 correct answers to this question.

- * Forms can be routed to the previous step in the modify stage.
- * Managers can recall the form from the signature step in Team Overview.
- * Administrators can route the form.
- * Users can reject the form in the signature step and send it back to be edited.

QUESTION 55

How can you configure the Other's Rating tab in a performance form template?

Note: There are 2 correct answers to this question.

- * You CANNOT restrict access at the field level to see only ratings or comments.
- * You can select None, Disabled or Enabled as permission types for the Other's Rating tab.
- * For your ratable sections, you can restrict access at section level of the Others' Rating tab.
- * You can restrict access to the Others' Rating tab from Manage Templates > General Settings.

QUESTION 56

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.

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