

SAP.C-THR82-2211.v2023-09-15.q28

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NEW QUESTION: 1

You are planning to use rating-opt="I" 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.

- A. subject-item-rating
- B. item-rating
- C. item-cmt-rating
- D. manual-rating

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 2

Which of the following are possible for the manager-initiated Calibration Sessions?

Note: There are 2 correct answers to this question.

- A. Direct reports can be added as participants.
- B. Calibration views can be modified by managers.
- C. Default facilitator(s) CANNOT be changed.
- D. Direct reports can be added as subjects.

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 3

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

Answer: (SHOW ANSWER)

NEW QUESTION: 4

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

Note: There are 2 correct answers to this question.

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

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 5

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.

- A. EZ Rater
- B. Stack Ranker 360 form history
- C. Form Autosave
- D. Circle or Star Rating

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 6

Which attribute controls the editability of the goal plan fields when you assign a Group Goal 2.0 or a team goal?

Note: There are 2 correct answers to this question.

- A. The cascade-update="regular" attribute in field-definition
- B. The configurable="true" attribute in objective-sect
- C. The allow-group-goal="true" attribute in obj-plan-template
- D. The cascade-update="push-down" attribute in field-definition

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 7

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

Note: There are 2 correct answers to this question.

- A. 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
- B. 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
- C. When you want to collect feedback from different users via e-mail
- D. 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

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 8

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.

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

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 9

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.

- A. `{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}`
- B. `<min-rater-count>8</min-rater-count>`
- C. `{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}`
- D. `{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}`
- E. `<min-rater-complete-count>8</min-rater-complete-count>`

Answer: A,B,D (LEAVE A REPLY)

NEW QUESTION: 10

Which of the following action permissions can you configure in the goal plan template?

Note: There are 3 correct answers to this question.

- A. Lock goal
- B. Move goal
- C. Mass assign goal
- D. Share goal
- E. Cascade push

Answer: B,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 11

A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What should the customer do to achieve this?

Note: There are 2 correct answers to this question.

- A. In RBP > General User Permission, grant permission to Create Forms.
- B. In Form Template Settings, enable Allow form creator to select anyone as the subject.
- C. In Form Template Settings, change the Default Targets to HR Reports Only.
- D. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 12

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.

- A. table
- B. textarea
- C. comment
- D. enum
- E. bool

Answer: B,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 13

Which of the following are available configurations in Manage Route Maps?

Note: There are 2 correct answers to this question.

- A. Step Exit Reminder
- B. Hide Route Map on the Form
- C. Modify Form Route Map
- D. Enforce Start Date

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 14

What can you do in the Feedback Received tab in the latest version of Continuous Feedback?

Note: There are 2 correct answers to this question.

- A. Decline a feedback request.
- B. Filter to only show feedback with a linked activity.
- C. Access the profile card to drill down into employee details.
- D. Filter to only show feedback with a linked achievement.

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 15

What happens when goal numbering is allowed in the goal plan?

- A. Users can move a goal up and down in the goal plan.
- B. Users can display the total goal count in the goal plan.
- C. Users can move a goal out of one plan and into another.
- D. Users can indent and outdent goals to one or more levels.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 16

Where can you disable the external e-mail address pertaining to the Ask For Feedback functionality?

- A. Admin Center -> Performance Management -> Performance Management Feature Settings
- B. In the form template XML with a specific tag
- C. Admin Center -> Performance Management -> Form Template Settings
- D. Provisioning -> Company Settings

Answer: (SHOW ANSWER)

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NEW QUESTION: 17

Which of the following options in 360 Reviews can be controlled from Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Hide rater identities for specific roles and steps in named 360 Reviews.

- B. Remove participants after 360 evaluation starts.
- C. Allow managers to select external raters themselves.
- D. Hide the Decline to Participate button on the 360 form.

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 18

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

- A. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- B. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- C. Categories can always be removed if the user has permissions to edit the section.
- D. Custom roles CANNOT be included as participants.

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 19

Which options are available in Form Template Settings to change in-progress forms?

Note: There are 2 correct answers to this question.

- A. Disable Delete button
- B. Display circle icon as rating
- C. Hide numeric rating values (only show text labels)
- D. Enable Delete button

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 20

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.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

What can you do to a competency in Admin Center?

Note: There are 2 correct answers to this question.

- A. Associate a competency with an achievement.

- B. Edit the competency description.
- C. Mark the competency as core.
- D. Remove a job-specific competency from an existing form.

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 22

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.

- A. Mass decline forms.
- B. Restore completed forms.
- C. Restore deleted forms.
- D. Change form dates.
- E. Change participant category.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

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

- A. The job title on the form will be hidden if the employee data is updated while the form is in progress.
- B. 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.
- C. The job title on the form will NOT update if the employee data is updated while the form is in progress.
- D. The job title on the form will update if the employee data is updated while the form is in progress.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 24

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

D. 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.

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 25

Which of the following are capabilities of the Customized Weighted Rating section in the performance form?

Note: There are 2 correct answers to this question.

- A.** It displays weights configured in business rules.
- B.** It allows you to add custom elements.
- C.** It allows you to add an overall comment.
- D.** It displays all official ratings given at previous steps.

Answer: (SHOW ANSWER)

NEW QUESTION: 26

What can an administrator do when accessing the Delete Continuous Feedback page?

Note: There are 2 correct answers to this question.

- A.** The administrator can only delete feedback given in the last three months.
- B.** The administrator can access all information, including feedback content from others.
- C.** The administrator can delete only feedback given or received by active users.
- D.** The administrator CANNOT restore feedback once the feedback is deleted.

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 27

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

Note: There are 2 correct answers to this question.

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

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 28

Where can you export and import translations of a performance form in Admin Center?

- A.** In Text Replacement
- B.** In Manage Form Label Translations

C. In Import Translations

D. In Manage Languages

Answer: B (LEAVE A REPLY)

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