

SAP.C_THR82_2311.v2024-07-05.q27

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NEW QUESTION: 1

What can an administrator do with the Launch Forms tool?

Note: There are 3 correct answers to this question.

- A. Select employees based on filters.
- B. Disable the Ask for Feedback functionality for the forms being launched.
- C. Edit introduction texts for custom sections.
- D. Remove one of the form sections.
- E. Set specific form template dates for the forms being launched.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

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

The screenshot displays the SAP SuccessFactors Continuous Performance Management (CPM) interface. At the top, it shows 'Total Weight: 360%' and 'Max: 120%'. Below this, there's a section for 'Business Goals (Min:1)' with a 'Maximum Exceeded' warning. A message states 'You have no goals in this category.' Underneath, the 'Behavioral Goals (Min:2)' section is visible, featuring a table with columns: 'Visibility', '#', 'Goal Name', 'Last Modified', 'Type', 'Description', and 'Weight - 240%'. A row is shown for 'Group Goal 1.0' with a weight of '30%' and a progress bar at '125%'. The interface is watermarked with 'freeqas.com'.

Note: There are 3 correct answers to this question.

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

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

NEW QUESTION: 3

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

Note: There are 2 correct answers to this question.

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

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

NEW QUESTION: 4

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

Note: There are 3 correct answers to this question.

- A. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Provisioning.
- B. Download a template from the SuccessStore.
- C. Copy an existing goal plan and save as a new version in Admin Center.
- D. Download a template from SAP SuccessFactors Community.
- E. Copy an existing DTD file and save it as a goal plan template file.

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

NEW QUESTION: 5

Your customer wants to change the default labels in the Summary section, for both Manual Overall Rating and Calculated Overall Rating. Where can the customer do this?

Note: There are 2 correct answers to this question.

- A. In XML <overall-rating-label>
- B. In XML <calc-summary-rating-label>
- C. In XML <calc-rating-label>
- D. In Manage Templates > Choose an alternate label for the rating field

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

NEW QUESTION: 6

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

Note: There are 2 correct answers to this question.

- A.** Define the Section Comments field as a required field for the role providing the final rating (like EM).
- B.** Define Manual Overall Rating as a required field for the role providing the final rating (like EM).
- C.** Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.
- D.** Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.

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

NEW QUESTION: 7

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

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

NEW QUESTION: 8

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

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

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

NEW QUESTION: 9

When will ratings be displayed as a drop-down list?

Note: There are 3 correct answers to this question.

- A.** When using rating scales over 5 points
- B.** When using matrix grid rating scales
- C.** When using rating scales below 5 points
- D.** When hiding numeric values
- E.** When showing numeric values

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

In your goal plan, you notice some warning errors as shown in the screenshot. What do these warnings mean?

- A.** The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is

30 and <min-goals> - is 1 for the Business Goals category.

B. The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is

30 and <min-goals> ^ is 1 for the Business Goals category.

C. The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight> is 30, and

<min-goals> is 1 for the Business Goals category.

D. The <max-weight> is 120 and <max-goals-per-category> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and LJ <min-goal-per-category> is 1 for the Business Goals category.

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

NEW QUESTION: 11

Competencies were mapped to job roles in the system. However, when performance forms were launched, the competencies did NOT display in the job-specific competency section for one employee, but they did for another. What is the most likely reason for this issue?

A. The auto-sync option in the competency section was NOT enabled.

B. The category-filter-opt attribute in the competency section was NOT specified.

C. The competency GUID was used when configuring the competency section, instead of the competency ID.

D. The job role is NOT mapped with the exact job code as it appears in the employee data file.

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

NEW QUESTION: 12

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

A. The owner can view their calibration data on the Executive Review tab.

B. The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.

C. The owner can define export permissions for the session.

D. The session creator can assign only one owner.

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 13

What can you do with the Beta Goal Import feature?

Note: There are 3 correct answers to this question.

A. Transfer existing goals between employees.

B. Delete goal comments.

C. Delete goals.

D. Update goals.

E. Align goals.

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

NEW QUESTION: 14

Which of the following features have deprecation dates announced?

Note: There are 2 correct answers to this question.

- A. PMv12 Acceleration
- B. 360 Reviews v11
- C. Goal Management v12
- D. Legacy continuous performance management (CPM)

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

NEW QUESTION: 15

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

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

NEW QUESTION: 16

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

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

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NEW QUESTION: 17

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?

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

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

NEW QUESTION: 18

Review the following images. In the first image, the administrator is finalizing several Calibration Sessions at once. But, in the second image, the administrator receives this warning message. What does the warning message in the second image mean?



- A. The number of sessions to be finalized exceeds the Online Mass Finalization Threshold set in Calibration Settings.
- B. NO sessions will be finalized, regardless of the Online Mass Finalization Threshold set in Calibration Settings.
- C. The number of sessions to be finalized exceeds the default Online Mass Finalization Threshold of 25.
- D. NO sessions will be finalized, regardless of the default Online Mass Finalization Threshold of 25.

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

NEW QUESTION: 19

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.

- A. The user should have access to Unofficial User Rating.
- B. The user should have access to Subject Rating.
- C. The Disable Ask For Edit Routing option should be disabled.
- D. The Disable Ask For Comment Routing option should be disabled.

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

NEW QUESTION: 20

Where can you assign a job code to an employee in Admin Center?

Note: There are 2 correct answers to this question.

- A. Company Settings -> Manage Job Roles
- B. Update User Information -> Employee Import
- C. Update User Information -> Manage Users
- D. Employee Files -> Configure Employee Files

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

NEW QUESTION: 21

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

Note: There are 3 correct answers to this question.

- A. HORIZONTAL_RADIO
- B. CIRCLE
- C. FREETEXT
- D. STAR
- E. DROPDOWN

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

A user is uploading attachments to activities in continuous performance management (CPM). Which of the following are possible?

Note: There are 2 correct answers to this question.

- A. The user can upload a maximum of 5 attachments per activity.
- B. The user can upload an attachment to their own activity or to an activity created on their behalf.
- C. The user can upload attachments to activities in both legacy and latest CPM versions.
- D. The user can only download an attachment they have previously uploaded.

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

NEW QUESTION: 23

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. Delete the Plan Layout section from the goal plan XML template.
- B. Choose the Delete icon next to the category name in Admin Center -> Manage Templates.
- 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: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 24

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

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

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

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

NEW QUESTION: 26

Which of the following applies to the Employee Information section?

- A. New elements will become visible in the display options in Manage Templates.
- B. Custom elements can be included.
- C. First Name and Last Name CANNOT be removed.
- D. Elements CANNOT be reordered.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

What can you do to a competency in Admin Center?

Note: There are 2 correct answers to this question.

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

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

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