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SAP Certified Associate - SAP SuccessFactors Performance and Goals

Questions&AnswersPDF

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Subjects

1. Job Architecture and Attributes
2. Goal Management
3. Configuration of Performance Management
4. 360 Reviews
5. Calibration
6. AI Features
7. Route Maps
8. Form Templates
9. Continuous Performance Management (CPM)
10. Performance Rating and Permissions

Topic: 1

Job Architecture and Attributes

Question: 1

Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills.

Which of the following actions can an administrator complete from the Manage Talent Intelligence Hub tool? Note: There are 3 correct answers to this question.

- A. Categorize Attributes using Tags
- B. Map Skills to Job Roles
- C. Assign Rating History Type to form templates
- D. Import Attributes
- E. Set up a Proficiency Rating Scale

Answer: A, C, E

Job Architecture and Attributes

Question: 2

Your customer is using Talent Intelligence Hub and you have to map some competencies to a set of Job Roles using the Role-Mapped Competencies import entity.

Which identifier should you use for the competency to be assigned to the job role in the import file?

- A. Competency ID
- B. External Code
- C. ID
- D. GUID

Answer: B

Job Architecture and Attributes

Question: 3

Which of the following is a requirement to populate skill ratings from a Performance form into Growth Portfolio?

- A. Categorize Skills with the Critical tag
- B. Associate attributes with a Proficiency form template
- C. Enable and permission the Skill Profile block
- D. Set Rating History Type as Performance

Answer: B

Job Architecture and Attributes

Question: 4

What are the main characteristics of skills? Note: There are 2 correct answers to this question.

- A. Skills can be associated to behaviors.
- B. Skills can be mapped to Job Roles with Job Description Manager.
- C. Skills can be rated on attribute sections in Performance and 360 Reviews forms.
- D. Skills can be recommended to employees using AI capabilities.

Answer: C, D

Job Architecture and Attributes

Question: 5

What can an administrator do to edit the attribute details for a skill from the Manage Talent Intelligence Hub tool?

- A. Delete the skill if it is no longer being used
- B. Modify the attribute type for a skill
- C. Update an inferred skill to confirmed
- D. Add and remove tags for a skill

Answer: D

Job Architecture and Attributes

Question: 6

You need to map skills to a new job family in your organization.

Which tools are available to you to achieve this? Note: There are 2 correct answers to this question.

- A. Manage Job Profile Content Import/Export
- B. Manage Job Profiles
- C. Import and Export Data
- D. Manage Talent Intelligence Hub

Answer: B, D

Topic: 2

Goal Management

Question: 7

Which attribute sets the editability of a goal plan field when you assign a Team Goal?

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

Answer: B

Goal Management

Question: 8

What are the Dynamic Team members able to achieve when OKR functionality is enabled? Note: There are 2 correct answers to this question.

- A. Add up to 5 key results for each objective
- B. Create a new objective status for a specific key result
- C. Add or remove contributors to a key result
- D. Define the role of other people on the team

Answer: A, B

Goal Management

Question: 9

Which of the following limits are enforced in the Goal Plan template? Note: There are 2 correct answers to this question.

- A. max-weight-per-obj
- B. min-goals
- C. max-weight
- D. min-weight-per-obj

Answer: A, D

Goal Management

Question: 10

Note: There are 2 correct answers to this question.

- A. The Enable Linking to Performance Goals option can be turned on from the Dynamic Teams Configuration page.
- B. The Performance Goals to be linked to the Objective and Key Results (OKRS) can only be selected from the default goal plan.
- C. Each objective can have up to 5 key results and the percentage of the target value achieved (DOS) must be between 60% and 100%
- D. Each objective can have up to 5 key results and the percentage of the target value achieved (DOS) must be below 60%.

Answer: A, C



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