



# SAP

*C\_THR82\_1905*

*Certified Application Associate - SAP SuccessFactors Performance and Goal Management Q2/20*

## Questions & Answers PDF

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## Question: 1

A Custom checkbox field is configured in the goal section of the performance form. When at least one goal is defined, where will this new field be displayed?

Please choose the correct answer.

Response:

- A. Below each goal of the goal section.
- B. At the top of the goal section.
- C. In the goal section summary.
- D. At the bottom of the goal section before the section comments.

**Answer: A**

## Question: 2

How can you map competencies to job roles?

There are 2 correct answers to this question.

Response:

- A. Import a CSV file with the competency mappings to job roles in admin tools.
- B. Manually map competencies to job roles in admin tools.
- C. Hard code the competency mappings to job roles in the performance form XML.
- D. Allow users to map competencies to job roles while adding competencies in the performance form.

**Answer: BD**

## Question: 3

A goal library is best defined by which of the following options?

Please select all the correct answers that apply.

Note: Answers to this question are not verified by our experts, please study yourself and select the appropriate answers.

Contribute: Please send the correct answers with reference text/link on [feedback@erpprep.com](mailto:feedback@erpprep.com) to get up to 50% cashback.

Response:

- A. List of predefined goals for any employee to select, modify, and add to his or her individual goal plan.

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- B. List of predefined goals that are only available to managers with direct reports.
  - C. All of the above.
  - D. List of predefined goals for administrators to select from when assigning goals to all employees in the organization.

**Answer: C**

### Question: 4

What are potential reasons for calibration session validation failure?  
There are 2 correct answers to this question.  
Response:

- A. Subjects have already been selected for other calibration sessions
- B. All subjects are active employees
- C. Subjects have forms that are not yet routed to the appropriate route map step
- D. All subjects are direct reports of the session owner

**Answer: AC**

### Question: 5

Your customer wants to use specific combinations of average objective and competency rating as the overall performance rating. How do you set this up?  
There are 3 correct answers to this question.  
Response:

- A. Remove the summary section from the Performance Form template XML.
- B. Turn on the OCOC rating in the Performance Form template XML.
- C. Insert the specific mapping scale in the Meta section of Performance Form template XML.
- D. Turn on the Friendly's method of rating in provisioning.
- E. Insert the specific mapping scale in the Objective /competency section.

**Answer: BCE**

### Question: 6

Customers can opt to have rating scales reversed, with 1 being the most positive number and 5 being the most negative. However, this is not recommended.

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Please choose the correct answer.

Response:

- A. False
- B. True

**Answer: B**

### Question: 7

It is possible to configure specific information for each individual competency in a library. Which of the following options are pieces of information that can be configured?

There are 2 correct answers to this question.

Response:

- A. Job Families the competency has been mapped to
- B. Behaviors
- C. Writing Assistant text
- D. Coaching Advice text

**Answer: BC**

### Question: 8

Where in Admin Center can multiple calibration sessions be created at once with a CSV file?

Please choose the correct answer.

Response:

- A. Mass Create Calibration Sessions
- B. Manage Calibration Settings
- C. Manage Calibration Templates
- D. Manage Calibration Session

**Answer: A**

### Question: 9

The goal plan template is an integral part of configuring the Goal Management product. Which of the following options best define the purpose of a goal plan template?

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Please choose the correct answer.

Response:

- A. Defines the fields users will complete during the goal planning.
- B. Defines the goals that will populate on the goal plan.
- C. All of the above.
- D. Defines the sections that will populate with employee information on the goal plan.

**Answer: A**

### Question: 10

What happens when you define a calibration session owner?

Please choose the correct answer.

Response:

- A. The owner can view their Calibration data on the Executive Review tab.
- B. The calibration template and session name are defined by the owner.
- C. The calibration session can be assigned to only one owner.
- D. The reporting chain of the owner can automatically populate session participants and subjects.

**Answer: D**

### Question: 11

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

There are 3 correct answers to this question.

Response:

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

**Answer: BCD**

### Question: 12

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To access competency libraries, you must log in to the training instance as the \_\_\_\_\_.  
Please choose the correct answer.

Response:

- A. Customer
- B. Application Consultant
- C. Admin/Power User
- D. Executive/Stakeholder

**Answer: C**

### Question: 13

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

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

**Answer: D**

### Question: 14

What happens when minimum/maximum goal count per category is set in the goal plan?  
Please choose the correct answer.

Response:

- A. When the user creates a goal the minimum/maximum limit for the overall goal must be defined.
- B. A user will NOT be able to exceed the goal limits within any category that also has limits.
- C. When a user creates a goal outside the minimum/maximum goal limits, the system provides a soft warning and the user can proceed.
- D. When the user creates goals the same minimum/maximum value must be used for each of the goals.

**Answer: C**

### Question: 15

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In what scenario would you use the Get Feedback function?

Note: There are 2 correct answers to this question.

Response:

- A. When you want to send the actual form to another user asking to rate items in the form.
- B. When you want to collect feedback from different users via e-mail.
- C. When you want to send the actual form to another user for comments in the form.
- D. When you want to collect the feedback in the Supporting Information Pod.

**Answer: AC**

### Question: 16

To manage competencies as an administrator, I can go to Admin Center > Company Settings > Manage Competencies. Which of the following options is another correct path to manage competencies in SAP SuccessFactors?

Please choose the correct answer.

Response:

- A. Administration Center > 360 Review > Manage Competencies
- B. Administration Center > Calibration > Manage Competencies
- C. Administration Center > Manage Competencies > 60 Review
- D. Administration Center > Performance Management > Manage Competencies

**Answer: D**

### Question: 17

The "Mass Assign" icon on a goal plan allows a specific type of goal to be created. What type of goal is this?

Please choose the correct answer.

Response:

- A. Group Goal 1.0
- B. Beta Goal import
- C. Cascading goal
- D. Personal goal

**Answer: A**

## Question: 18

Where can you hide the Decline to Participate button on the 360 Degree Multi-Rater form?

Response:

- A. Under Admin Center → Change 360 Process Owner
- B. Under Admin Center → Form Template Settings
- C. Under Provisioning → Company Settings
- D. Under the form xml → Button permissions

**Answer: B**

## Question: 19

What do you use the Coaching Advisor/Give Advice functionality for?

Note: There are 2 correct answers to this question.

Response:

- A. To give a user guidance to create SMART goals.
- B. To give a user developmental suggestions.
- C. To give a user the overall performance rating based on calculations.
- D. To give a user information on how to strengthen a competency.

**Answer: BD**

## Question: 20

The Implementation Guide is always the "last word" on what can and cannot be done within a template.

Please choose the correct answer.

Response:

- True
- False

**Answer: B**



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