



# SAP

*C\_THR82\_2105*

*Certified Application Associate - SAP SuccessFactors Performance and Goal Management 1H/20*

## Questions & Answers PDF

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## Question: 1

What action does the following XML code allow a user to perform from their goal plan? < permission for="cascade-push" > < role-name >< ![CDATA[EM+]] >< /role-name > < /permission >

- A. A manager can copy 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 their manager's goal plan.
- 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: B**

## Question: 2

What can you do in the latest version of Continuous Feedback menu? Note: There are 2 correct Answers to this question.

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

**Answer: B C**

## Question: 3

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. Remove participants after 360 evaluation starts
- B. Allow managers to select external raters themselves
- C. Hide rater identities
- D. Decline to participate

**Answer: A C**

## Question: 4

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 you change the status of a goal, a notification appears.
- C. When the visibility of a goal is set to private, a notification does NOT appear.
- D. When the goal completion is set to 100%, a notification appears.

**Answer: B**

## Question: 5

In a 360 Review, once the employee nominates the participants, the manager validates the list in the Manager Approval step. You do NOT want the manager to modify the participant list, but instead send the form back to the employee if any corrections are needed. What do you need to do to achieve this?  
Note: There are 2 correct Answers to this question.

- A. Remove button permission for add-modifier.
- B. Define < enable-previous-step-button > in the fm-meta section and set to True.
- C. Disable the participant section so it becomes read-only for the manager.
- D. Enable the Previous Step button in Manage Templates.

**Answer: C D**

## Question: 6

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. Enforce Start Date
- C. Hide Route Map on the Form
- D. Modify Form Route Map

**Answer: A B**

## Question: 7

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Where can you configure permissions for the Other's Rating tab in a performance form template? Note: There are 3 correct Answers to this question.

- A. In XML, defining others-ratingtab-item-permission in the fm-meta section
- B. In XML, defining others-ratingtab-item-permission to control access at item level for a ratable section
- C. In XML, defining tab-permission to others-rating to control tab access for a ratable section
- D. In Manage Templates > General Settings > Other's Rating Tab Permission(s)
- E. In XML, defining others-ratingtab-permission to control tab access for a ratable section

**Answer: A D E**

### Question: 8

Where can you assign a job code to an employee in Admin Center? Note: There are 2 correct Answers to this question.

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

**Answer: A D**

### Question: 9

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. Direct reports can be added as Participants.
- C. Calibration views can be modified by Managers.
- D. Default Facilitator(s) CANNOT be changed.

**Answer: A D**

### Question: 10

During testing you discover that a field is missing from the goal plan. When you check the XML, it appears that the field is defined and the user has the correct permissions. What else do you need to check?

- A. Goal plan type

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- B. Role-based permissions
  - C. Data model
  - D. Plan layout

**Answer: B**



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