

SAP

C_THR82_2105 Exam

**SAP Certified Application Associate - SAP SuccessFactors
Performance and Goal Management 3H/2021**



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Version: 4.0

Question: 1

Your customer wants to allow only the employee and direct manager access to edit the metric field on a goal plan. Which code accurately reflects this requirement?

- A. `< field-permission type="write">
<description>Manager and Employee may write to the metric field</description>
<role-name>E</role-name>
<role-name>EM+</role-name>
<field refid="metric"/></field permission>`
- B. `< field-permission type="write">
<description>Manager and Employee may write to the metric field</description> <role-name>*</role-name>`
- C. `<field refid="metric"/></field permission>
< field-permission type="write">
<description>Manager and Employee may write to the metric field</description>
<role-name>E</role-name>
<role-name>EM</role-name>
<field refid="metric"/></field permission>`
- D. `< field-permission type="none">
<description>Manager and Employee may write to the metric field</description>
<role-name>E</role-name>
<role-name>EM</role-name>
<field refid="metric"></field permission>`

Answer: C

Question: 2

Which of the following options are benefits of Calibration with SAP Success Factors?
There are 3 correct answers to this question.

- A. Gather competency ratings from peers, direct reports, management and self
- B. Identify true top performers
- C. Improve performance insight
- D. Assess performance objectively

Answer: B C D

Question: 3

In the Competency Feedback section, use the drop-down menus to rate the employee's performance on each competency listed. Which of the following are included in the Competency Feedback section? There are 2 correct answers for given question

- A. Job specific competencies define 'how' we should work together to accomplish our objectives
- B. Job specific competencies define 'how' organization should work together to accomplish our objectives
- C. Core values define core competencies of employer that are essential to the achievement of the organization's business objectives
- D. Core values define core competencies that are essential to the achievement of the organization's business objectives

Answer: A D

Question: 4

During testing, it is noticed that a field is missing from the goal plan. The XML template seems to be correct. What else you should check?
Please choose the correct answer.

- A. Legacy permissions
- B. Administrative Privileges
- C. Role Based Permissions
- D. The provisioning settings.

Answer: C

Question: 5

What can you do when you have configured send back button?

- A. Forms can be routed to any system user for feedback.
- B. Users reject form in signature step and send back for edit.
- C. Forms can be routed to previous step in route map.
- D. Admin can route form.

Answer: C

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