

## SAP.C-THR82-2105.v2022-07-30.q27

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### NEW QUESTION: 1

Where in Admin Center can multiple calibration sessions be created at once with a CSV file? Please choose the correct answer.

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

**Answer: B (LEAVE A REPLY)**

### NEW QUESTION: 2

Which of the following roles does the calibration tool use to assign different responsibilities to those in the calibration process?

Note: There are 3 correct answers to this question

- A. Owner Facilitator
- B. Originator
- C. Participant
- D. Employee

**Answer: A,C,D (LEAVE A REPLY)**

### NEW QUESTION: 3

The End of Life for Goal Management V11 is currently scheduled to occur in 2018. If customers have not activated Goal Management V12 by the End of Life date what will happen?

- A. Customers will automatically be upgraded to Goal Management V12 with no loss of functionality.
- B. Goal plan data will no longer appear on performance forms.
- C. All existing goal plans and associated data will be purged from customer instances
- D. Users will no longer be able to access their goal plans.

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

**NEW QUESTION: 4**

Goal Execution has specific fields that have to be added to the goal plan. Which of the following fields is NOT specific to Goal Execution?

- A. Goal Weight
- B. Execution Target
- C. Probability of Success
- D. Strategic Goal
- E. Execution Actual

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

**NEW QUESTION: 5**

An Administrator cannot launch a performance form. What could be the cause for this problem?

- A. Permission to launch the Performance form is NOT enabled in Admin Tools-Manage Permission Roles
- B. Permission to create the performance form is NOT enabled in Admin Tools-Manage Permission Groups
- C. Permission to create the performance form is NOT enabled in provisioning - Form Template Administration.
- D. The start date and end date of the performance form are missing in the advanced settings for the form

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

**NEW QUESTION: 6**

Where can permissions to access the Detailed 360 Reports be defined?

- A. Manage Permission Roles
- B. Security Permission Reports
- C. Form Template Settings
- D. Manage Permission Groups

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

**NEW QUESTION: 7**

What can users do with a Corm during a collaborative route map step?

- A.** The form is within all the collaborative step participants' inbox at the same time but only one user can make edits at a time.
- B.** The form is within all the collaborative step participants' inbox at the same time and all users can edit the form simultaneously.
- C.** The form can be sent back and forth between the different users of the collaborative step before moving to the next step
- D.** Send the form to another user with the get edit or the get comment option available in the route map.

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

#### **NEW QUESTION: 8**

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

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

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

#### **NEW QUESTION: 9**

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. What else do you need to check?

- A.** Role-based permissions (RBP)
- B.** Data model
- C.** Goal plan type
- D.** Plan layout

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

#### **NEW QUESTION: 10**

What is the User-defined step in a single step route map used for?

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

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

#### **NEW QUESTION: 11**

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

- A.** Forms can be routed to any system user for feedback.
- B.** Forms can be routed to previous step in route map.

- C. Admin can route form.
- D. Users reject form in signature step and send back for edit.

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 12**

Which of following does not include into key benefits of Continuous Performance Management (CPM)?

Please choose the correct answer.

- A. Links activities on your key performance activities
- B. Helps managers coach their team member
- C. Better tracking of things you work on
- D. Structured and meaningful one on one discussion

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 13**

Your customer is an international company with a wide variety of salary ranges. The customer wants to use compa ratio to determine merit guidelines.

How could you configure the pay matrix table for this client?

- A. Add the pay grade as a value in the pay matrix table
- B. Annualize all salary ranges
- C. Use functional currency for the salary ranges
- D. Use four custom attributes.

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 14**

Which section of a calibration template settings can you enable Continuous Performance Management Achievements? Please choose the correct answer.

- A. On Views settings (tab)
- B. On Advanced settings (tab)
- C. On Data settings (tab) under Performance settings
- D. On Data settings (tab) under Others settings

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 15**

Which configuration settings can you make for Stack ranker? There are 2 correct answers to this question.

- A. Stack Ranker can be relabeled in the text replacement tool.
- B. Stack Ranker can include competencies related by behaviors
- C. Stack Ranker can be restricted for use by managers.
- D. Stack Ranker can be included in an objective section.

**Answer: A,C (LEAVE A REPLY)**

### NEW QUESTION: 16

What is the purpose of mapping competencies to a job role?

- A. To allow users to add objectives in a performance form that were mapped to their competencies
- B. To automatically populate specific objectives to users with similar job roles
- C. To allow users to add competencies in a performance form if they have a certain job role
- D. To automatically populate specific competencies on a user's performance based on the user's association to the role via job code

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

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### NEW QUESTION: 17

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

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

### NEW QUESTION: 18

During Complete 360 Evaluations process, who evaluate your performance? Please choose the correct answer.

- A. Raters
- B. Participants

C. Manager

D. Peers

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 19**

Select the option that best fits this description: Users who are often from the HR department, may have been involved with the set-up of the session, and have the ability to calibrate ratings in the session

A. Session Owners

B. Process Owners

C. Managers

D. Session Facilitators

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 20**

Your route map includes a collaborative step. What does a collaborative route map step allow users in the step to do?

A. Allows all user roles to see the form in their inbox at the same time and enter data at almost the same time.

B. Allows all user roles to simultaneously view and edit the form at the same time

C. Allows the employee to send the form to another user to collaborate on the form

D. Allows the employees to add a user to the route map to collaborate on the form.

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 21**

Dashboard reports in Goal Management are traditionally formatted and provide extremely detailed information.

A. True

B. False

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 22**

When creating a goal, if a category is not chosen, it will automatically be left as an uncategorized goal.

A. True

B. False

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 23**

In the summary section of a performance management form, the manual rating and calculated rating are both enabled. Which rating is the rating of record?

- A. Item Rating
- B. Manual Rating
- C. Scale adjusted rating
- D. Calculated Rating

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

#### **NEW QUESTION: 24**

Where is the employee hierarchy used in Goal Management defined? Please choose the correct answer.

- A. The employees define the hierarchy by selecting their manager in a background element of their Employee Profile.
- B. It is defined in the User Data File and reflected in the Organizational Chart.
- C. The administrator defines the employee hierarchy directly in the Organizational Chart.
- D. None of the above.

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

#### **NEW QUESTION: 25**

Select the option that best fits this description: When configuring the calibration template, a specific tab allows you to define how data will visually display to end-users involved in calibrating ratings. It is possible to configure the dashboard and create a matrix 9-box from this area.

- A. Data
- B. Basic Info
- C. Advanced
- D. Views

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

#### **NEW QUESTION: 26**

Identify the scenarios when the Goal Comment Notification is triggered. There are 3 correct answers to this question.

- A. When a goal with a threaded feedback/comment is deleted from the goal plan
- B. When an employee receives feedback on their goal plan from their direct line manager, the employee receives an email notification
- C. When a goal with a threaded feedback/comment is cascaded to another employee
- D. When a separate user (ex. Matrix manager) provides a feedback on the employee's goal plan, both the employee and the employee's manager receives an email notification
- E. When an employee provides a feedback response in the goal plan, the direct manager receives an email notification

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

#### **NEW QUESTION: 27**

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-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>

**D.** <field refid="metric"/></fieldpermission>

< 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>

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

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