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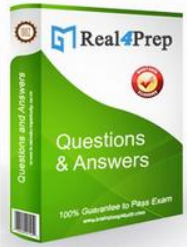
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Exam : **C_THR82_2305**

Title : SAP Certified Application Associate - SAP SuccessFactors Performance and Goals 1H/2023

Vendor : SAP

Version : DEMO

NO.1 What must you consider when using job families and roles?

- A. Job families must be defined for the major job levels within the organization.
- B. Multiple job codes can be assigned to each job role.
- C. An employee can be assigned to multiple job codes.
- D. Job roles can be created without assigning them to a job family.

Answer: B

NO.2 How can you configure the Other's Rating tab in a performance form template?

Note: There are 2 correct answers to this question.

- A. For your ratable sections, you can restrict access at section level of the Others' Rating tab.
- B. You can select None, Disabled or Enabled as permission types for the Other's Rating tab.
- C. You can restrict access to the Others' Rating tab from Manage Templates > General Settings.
- D. You CANNOT restrict access at the field level to see only ratings or comments.

Answer: A,C

NO.3 In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved. Which of the following should you configure in XML to trigger these two messages?

Note: There are 3 correct answers to this question.

- A. `{min-warning-msg}{![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum LJ number of [[EXPECTED_COUNT]]]}{/min-warning-msg}`
- B. `<min-rater-count>8</min-rater-count>`
- C. `{min"error"msg}{![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]}{/min-error-msg}`
- D. `<min-rater-complete-count>8</min-rater-complete-count>`
- E. `{rater-cat-min-err-msg}{![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]}{/rater-cat-min-err-msg}`

Answer: B,C,E

NO.4 What is required when you define a custom field in the goal plan?

Note: There are 2 correct answers to this question.

- A. You must make the field reportable.
- B. You must assign a field type to the field.
- C. You must assign a field description to the field.
- D. You must assign a unique ID to the field.

Answer: B,D

NO.5 What action does the following XML code allow a manager to perform from their goal plan?

```
{permission for="cascade-push"} {role-name} {![CDATA[EM + ]]} {/role-name} {/permission}
```

- A. A manager can cascade goals to their manager's goal plan.
- B. A manager can cascade a goal from their direct report's goal plan.
- C. A manager can cascade goals to all employees in their reporting chain.

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: D

NO.6 What does the "Enable force route button in validation step" calibration feature do?

A. Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session

B. Automatically populates valid participants and subjects based on the Calibration Session owner

C. Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session

D. Automatically routes forms to the next step in the route map after a Calibration Session is finalized

Answer: C

NO.7 Which attribute controls the editability of the goal plan fields when you assign a Group Goal 2.0 or a team goal?

Note: There are 2 correct answers to this question.

A. The cascade-update="regular" attribute in field-definition

B. The allow-group-goal="true" attribute in obj-plan-template

C. The cascade-update="push-down" attribute in field-definition

D. The configurable="true" attribute in objective-sect

Answer: B,D

NO.8 Where can you disable the external e-mail address pertaining to the Ask For Feedback functionality?

A. In the form template XML with a specific tag

B. Provisioning -> Company Settings

C. Admin Center -> Performance Management -> Performance Management Feature Settings

D. Admin Center -> Performance Management -> Form Template Settings

Answer: D