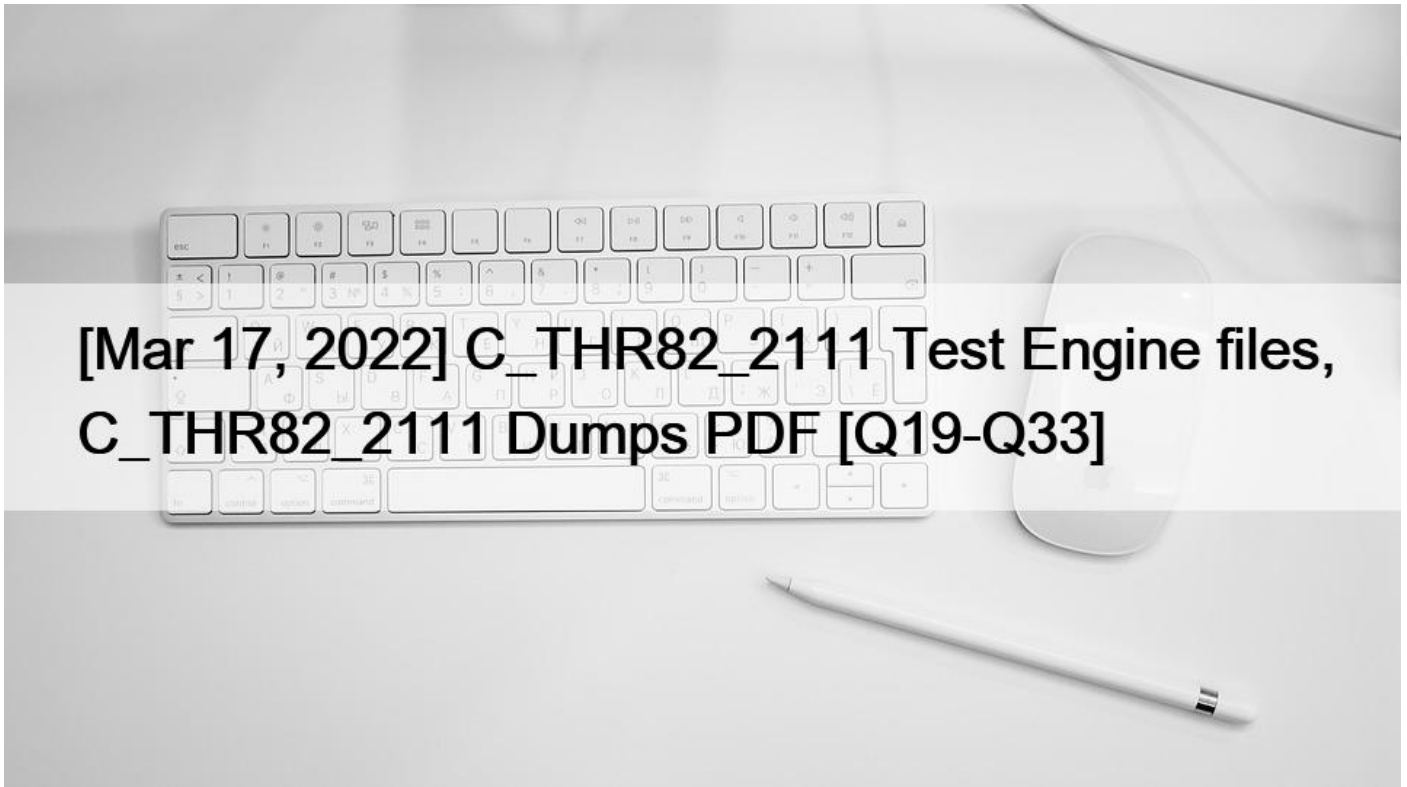


[Mar 17, 2022 C_THR82_2111 Test Engine files, C_THR82_2111 Dumps PDF [Q19-Q33]



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SAP C_THR82_2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Describe how to configure Calibration- Describe how goal plans are maintainedTopic 2- Describe in detail how to configure Performance Management templates- Performance Rating and PermissionsTopic 3- Identify how to activate Continuous Performance Management (CPM) and the features of CPMTopic 4- Describe how to configure Performance Ratings and Permissions- Continuous Performance ManagementTopic 5- Define and modify performance management form templates- Describe the translation processTopic 6- Describe how to configure the 360 Reviews feature- Configuration of Performance Management

NEW QUESTION 19

What can you do in Admin Center -> Form Template Settings?

Note: There are 2 correct answers to this question.

- * Download the latest XML file of a template.
- * Upload an XML file in order to update an existing template.
- * Delete a template.

- * Upload an XML file in order to create a new template.

NEW QUESTION 20

Which of the following are available configurations in Manage Route Maps?

Note: There are 2 correct answers to this question.

- * Modify Form Route Map
- * Hide Route Map on the Form
- * Step Exit Reminder
- * Enforce Start Date

NEW QUESTION 21

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

- * Allows the employee to send the form to another user to collaborate on the form
- * Allows the employees to add a user to the route map to collaborate on the form.
- * Allows all user roles to see the form in their inbox at the same time and enter data at almost the same time.
- * Allows all user roles to simultaneously view and edit the form at the same time

NEW QUESTION 22

Which of the following are capabilities of the Customized Weighted Rating section in the performance form?

Note: There are 2 correct answers to this question.

- * It allows you to add an overall comment.
- * It displays all official ratings given at previous steps.
- * It displays weights configured in business rules.
- * It allows you to add custom elements.

NEW QUESTION 23

In your goal plan, you notice some warning errors as shown in the screenshot.



What do these warnings mean?

- * The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and <min-goals> is 1 for the Business Goals category.
- * The <max-weight> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is

30 and <min-goals> is 1 for the Business Goals category.

* The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight> is 30, and

<min-goals> is 1 for the Business Goals category.

* The <max-weight> is 120 and <max-goals-per-category> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and <min-goal-per-category> is 1 for the Business Goals category.

NEW QUESTION 24

A competency section populates competencies based on the job code. The configuration of this section includes use-jobcode=true and <comp-category> is defined in the <fm-sect scale>?.

When a form is created for a person with the IC job code, how many of the competencies will populate on the Performance Review form?

- * One competency will populate
- * Five competencies will populate.
- * No competencies will populate
- * It will populate all of the subject's job specific competencies

NEW QUESTION 25

Which of the options below would provide the best solution to the following scenario?

Scenario: When rating a direct report's performance, I clicked the link to the 'Writing Assistant' for an individual competency, but did not see any predefined behavioral feedback or coaching advice to place in the comment box. What went wrong?

- * Feedback for the Writing Assistant and Coaching Advisor has not been predefined for the objective library.
- * Writing Assistant and Coaching Advisor are only available when rating goals.
- * Feedback for the Writing Assistant and Coaching Advisor has not been predefined for this individual competency in 'Performance Details';.
- * This is not a capability for competencies.

NEW QUESTION 26

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.

- * Views
- * Data
- * Basic Info
- * Advanced

NEW QUESTION 27

Which of the following options can be found in the General Settings of a 360 Degree Review From Template?

- * Add an option in the rating scale that is equivalent to 'Not Applicable' and that has no positive or negative impact on the overall score.
- * Identify a Route Map
- * Identify a Rating Scale

- * Set the Review Dates for the formal 360 Review

NEW QUESTION 28

Which of the following are possible for the manager-initiated Calibration Sessions? Note: There are 2 correct Answers to this question.

- * Direct reports can be added as subjects.
- * Direct reports can be added as participants.
- * Calibration views can be modified by managers.
- * Default facilitator(s) CANNOT be changed.

NEW QUESTION 29

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

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

NEW QUESTION 30

What is the purpose of the user-defined step in a single-step route map?

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

NEW QUESTION 31

Which permission types can be assigned to a button? There are 2 correct answers to this question.

- * Disabled
- * Read
- * None
- * Enabled

NEW QUESTION 32

Which of the following action permissions can you configure in the goal plan template? Note: There are 3 correct Answers to this question.

- * Move goal
- * Share goal
- * Lock goal
- * Cascade push
- * Mass assign goal

NEW QUESTION 33

What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct Answers to this

question.

- * The administrator can delete only feedback given or received by active users.
- * The administrator can only delete feedback given in the last three months.
- * The administrator CANNOT restore feedback once the feedback is deleted.
- * The administrator can access all information, including feedback content from others.

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