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# C\_THR82\_1905

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SAP SF PMGM Certification Questions & Answers



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**C\_THR82\_1905**

**SAP Certified Application Associate - SAP SuccessFactors Performance and Goal Management**  
**Q2/2019**

**80 Questions Exam – 65% Cut Score – Duration of 180 minutes**

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# C\_THR82\_1905 Practice Test

ERPPrep.com's C\_THR82\_1905 PDF is a comprehensive compilation of questions and answers that have been developed by our team of SAP SF PMGM experts and experienced professionals. To prepare for the actual exam, all you need is to study the content of this exam questions. You can identify the weak area with our premium C\_THR82\_1905 practice exams and help you to provide more focus on each syllabus topic covered. This method will help you to boost your confidence to pass the SAP SF PMGM certification with a better score.

## C\_THR82\_1905 Questions and Answers Set

### Questions 1.

Where do you set up the restriction so that a user appears in only one active calibration session at a time?

There are 2 correct answers to this question.

- a) Provisioning -> Company Settings
- b) Admin Center -> Calibration Sessions -> People
- c) Admin Center -> Calibration Templates -> Advanced
- d) Admin Center -> Calibration Settings -> Global Settings

**Answer: a, d**

### Questions 2.

How do you configure a field so it can be used in the goal plan?

Please choose the correct answer.

- a) Configure the Data Model XML, Admin Tools, and Reporting.
- b) Configure the Action Permissions, Field Permissions, and Section Permissions.
- c) Define the field, permission the field, and add the field to the goal plan in Display Options.
- d) Define the field, permission the field, and add the field to the plan layout.

**Answer: d**

**Questions 3.**

Which of the following rating fields can be changed using drag and drop during a calibration session?

There are 2 correct answers to this question.

- a) Calculated overall performance rating in the perfpot-summarysect
- b) Manual overall objective rating in the objcomp-summary-sect
- c) Calculated overall competency rating in the objcomp-summarysect
- d) Manual overall performance rating in the summary-sect

**Answer: b, d**

**Questions 4.**

What determines the item order in the drop-down enum list?

Please choose the correct answer.

- a) Order of the field-definition ID
- b) Alphanumeric by enum-label
- c) Order of the enum elements in the XML file
- d) Numeric by enum-value

**Answer: c**

**Questions 5.**

When do you use the "Add Existing Goal" button?

There are 2 correct answers to this question.

- a) When the configurable attribute is set to false
- b) When the autosync attribute is set to false
- c) When the configurable attribute is set to true
- d) When the autosync attribute is set to true

**Answer: b, c**

**Questions 6.**

Which permission codes allow an Employee and Manager to edit the goal name field?

There are 2 correct answers to this question.

- a) `<field-permission type="write">`  
`<description><![CDATA[]]></description>`  
`<role-name><![CDATA[E]]></role-name>`  
`<role-name><![CDATA[EMD]]></role-name>`  
`<field refid="name"/>`  
`</field-permission>`
- b) `<field-permission type="write">`  
`<description><![CDATA[]]></description>`  
`<role-name><![CDATA[E]]></role-name>`  
`<role-name><![CDATA[EM+]]></role-name>`  
`<field refid="name"/>`  
`</field-permission>`
- c) `<field-permission type="write">`  
`<description><![CDATA[]]></description>`  
`<role-name><![CDATA[ED]]></role-name>`  
`<role-name><![CDATA[EMM]]></role-name>`  
`<field refid="name"/>`  
`</field-permission>`
- d) `<field-permission type="write">`  
`<description><![CDATA[]]></description>`  
`<role-name><![CDATA[E]]></role-name>`  
`<role-name><![CDATA[EM]]></role-name>`  
`<field refid="name"/>`  
`</field-permission>`

**Answer: b, d**

**Questions 7.**

You configure a competency section of a Performance Management form to display with core competencies. What happens?

Please choose the correct answer.

- a) Competencies in this section are filtered by their categories.
- b) Competencies in this section include those marked as core in the competency libraries.
- c) Only job code mapped competencies appear in this section.
- d) Only hard-coded core competencies appear in this section.

**Answer: b**

**Questions 8.**

Which of the following features should be configured when using the Goal Execution Status Report?

There are 3 correct answers to this question.

- a) Configure private goal permissions for use with goal execution
- b) Goal execution settings in Admin Center
- c) Goal Management Transfer Wizard
- d) Goal execution e-mail notification templates
- e) Goal execution field definitions

**Answer: b, d, e**

**Questions 9.**

What tool is used to facilitate communication among managers to ensure similar performance standards are applied to all employees?

Please choose the correct answer.

- a) Calibration
- b) 360 Multi-Rater Review
- c) Stack Ranker
- d) Performance Management

**Answer: a**

**Questions 10.**

Where do you create a new performance form template?

There are 2 correct answers to this question.

- a) Admin Tools -> Form Template Settings
- b) Provisioning -> Form Template Administration
- c) Provisioning -> Managing Plan Template
- d) Admin Tools -> Manage Templates

**Answer: a, d**

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