



C_THR82_2005

SAP SF PMGM Certification Questions & Answers



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C_THR82_2005

SuccessFactors Performance and Goal Management

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

C_THR82_2005 Practice Test

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C_THR82_2005 Questions and Answers Set

Question: 1

How would you expect the system to behave after upgrading to PMv12 Acceleration?

Please choose the correct answer.

- a) Any reports scheduled for the original performance forms have been updated.
- b) PMv12 form templates remain enabled because they are compatible with PMv12 Acceleration.
- c) PMv11 and PMv12 in-process forms are automatically moved to the completed step in their route maps.
- d) To generate performance forms based on an existing form template, that template would need to be upgraded to PMv12 Acceleration first.

Answer: d

Question: 2

Which permission types can be assigned to a button?

There are 2 correct answers to this question.

- a) None
- b) Disabled
- c) Enabled
- d) Read

Answer: a, c

Question: 3

Where can you download a goal plan xml?

Please choose the correct answer.

- a) In Admin Center > Goal Management > Manage Template
- b) In Admin Center > Goal Management > Import Goals
- c) In Provisioning > Company Settings
- d) In Provisioning > Import/Update/Export Objective Plan Template

Answer: d

Question: 4

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

Question: 5

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

Answer: a

Question: 6

Your customer wants to use specific combinations of average objective and competency rating as the overall performance rating. How do you set this up?

There are 3 correct answers to this question.

- a) Turn on the OCOC rating in the Performance Form template XML.
- b) Insert the specific mapping scale in the Objective /competency section.
- c) Remove the summary section from the Performance Form template XML.
- d) Turn on the Friendly's method of rating in provisioning.
- e) Insert the specific mapping scale in the Meta section of Performance Form template XML.

Answer: a, b, e

Question: 7

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

Question: 8

Which features can you access using the Team Overview tab?

There are 2 correct answers to this question.

- a) Stack Ranker or Team Rater
- b) Open a 360 review form
- c) Get Feedback
- d) Ask for Feedback

Answer: a, d

Question: 9

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

Question: 10

Your customer wants employees to be able to copy goals from a prior plan into their current plan. What button do you enable to implement this requirement?

Please choose the correct answer.

- a) SMART Goal wizard
- b) TGM/CDP objective transfer wizard
- c) Mass assign
- d) Add goal

Answer: b

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