C_THR82_2011

SAP SF PMGM Certification Questions & Answers

C_THR82_2011

SAP Certified Application Associate - SAP SuccessFactors Performance and Goal Management 2H/2020
80 Questions Exam – 64% Cut Score – Duration of 180 minutes

C_THR82_2011 Practice Test

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C_THR82_2011 Questions and Answers Set

Question: 1

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: 2

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: 3

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: 4

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: 5

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: 6

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: 7

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: 8

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: 9

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

Question: 10

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

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