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Exam : **C-THR82-1902**

Title : SAP Certified Application Associate - SAP SuccessFactors Performance and Goal Management Q1/2019

Vendor : SAP

Version : DEMO

NO.1 What happens when the minimum/maximum goal count per category is set in the goal plan?

Response:

- A.** When the user creates goals the same minimum/maximum value must be used for each of the goals
- B.** When a user creates a goal outside the minimum/maximum pal limits, the system provides a soft warning and the user can proceed.
- C.** A user will NOT be able to exceed the goal limits within any category that also has limits.
- D.** When the user creates a goal minimum/maximum limit for the overall goal must be defined.

Answer: B

NO.2 Which of the following options are specific types of Detailed 360 Reports?

There are 4 correct answers to this question.

Response:

- A.** Hidden Strengths
- B.** Rater List
- C.** Blind Spots
- D.** Rank View
- E.** Gap Analysis

Answer: A,C,D,E

NO.3 Which of the following tools is used during an evaluation process to quantify a reviewer's perspective on performance?

Please choose the correct answer.

Response:

- A.** Score
- B.** Rating Scale
- C.** Route Map
- D.** Scorecard

Answer: B

NO.4 Select the option that best fits this description: This feature is accessed in Admin Center and allows you

to set read and write permissions for facilitators, owners, participants, and co-facilitators both during the session and after the session has been approved.

Please choose the correct answer.

Response:

- A.** Mass Create Calibration Sessions
- B.** Manage Calibration Settings
- C.** Manage Calibration Session
- D.** Manage Calibration Templates

Answer: B

NO.5 What are the advantages of the iterative route step?

There are 2 correct answers to this question.

Response:

- A.** Participants can send a form back and forth many times in the same route map.
- B.** It is always available in the inbox of all participants for viewing and editing.
- C.** It can be used as the calibration step.
- D.** Entry and exit user roles can be defined.

Answer: A,D

NO.6 A customer prevents goal name and description fields from being edited when a user cascades goal to

another person. What do you configure in the goal plantemplate to enable this?

There are 2 correct answers to this question.

Response:

- A.** Enable table column permission to allow user to edit fields in table only.
- B.** Configure goal plan template fieldpermission field permission to read only for those fields and roles that is restricted
- C.** Configure goal plan template action permissions to restrict user from being able to add new rows to cascade goal.
- D.** Enable cascade role functionality and set the cascade role to ON goal plan template

Answer: A,D

NO.7 What is required when defining a custom field in the goal plan?

There are 2 correct answers to this question.

Response:

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

Answer: A,B

NO.8 A group goal 2.0 has been created and assigned to the goal plan of each person on my team, including myself, by another employee.

Assuming this Group Goal has standard functionality (no special back-end configurations), who has the

ability to edit information in the group goal?

Please choose the correct answer.

Response:

- A.** Both owners/assigners of the goal and members of the group.
- B.** Group Goals cannot be edited once they are created and assigned.
- C.** The owner/assigner of the goal.
- D.** Any member of the group to which the goal was assigned.

Answer: C

NO.9 Identify the scenarios when the Goal Comment Notification is triggered.

There are 3 correct answers to this question.

Response:

- A.** When a goal with a threaded feedback/comment is cascaded to another employee.
- B.** When a goal with a threaded feedback/comment is deleted from the goal plan.
- C.** When an employee receives feedback on their goal plan from their direct line manager, the employee receives an email notification.
- D.** When a separate user (ex. Matrix manager) provides a feedback on the employee's goal plan, both the employee and the employee's manager receives an email notification
- E.** When an employee provides a feedback response in the goal plan, the direct manager receives an email notification

Answer: C,D,E

NO.10 Where can you both export and import translations of the Performance form in Admin Center?

Response:

- A.** In Manage Form Label Translations
- B.** In Data Management
- C.** In Configure Employee Files
- D.** In Import Translations

Answer: A