

## SAP C\_THR82\_1711 Exam

### Volume: 160 Questions

#### Question: 1

It is possible to configure specific information for each individual competency in a library. Which of the following options are pieces of information that can be configured?

There are 2 correct answers to this question.

Response:

- A. Writing Assistant text
- B. Job Families the competency has been mapped to
- C. Behaviors
- D. Coaching Advice text

Answer: AB

#### Question: 2

Which options below define accurate steps to enable mobile capability for Goal Management? Please select all the correct answers that apply.

Response:

- A. An administrator permissions "Mobile Access" in role-based permissions.
- B. The implementation consultant or SAP SuccessFactors' Customer Success team enables capability in the back-end.
- C. Each employee activates his or her own device from "Options" in the name menu of their respective instances.
- D. Each employee downloads the SAP SuccessFactors app.

Answer: A

#### Question: 3

During testing, it is noticed that a field is missing from the goal plan. The XML template seems to be correct. What else you should check?

Please choose the correct answer.

Response:

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- A. Legacy permissions
- B. Role Based Permissions
- C. Administrative Privileges
- D. The provisioning settings.

Answer: B

Question: 4

Where can you configure how the goal fields are displayed in the Performance Management form?

Please choose the correct answer.

Response:

- A. Pdf-layout section
- B. Plan Layout section
- C. Form-Layout section
- D. Form template XML

Answer: C

Question: 5

Which of the following field types can you use for the weight field in the goal plan?

There are 2 correct answers to this question.

Response:

- A. Enum
- B. Rating
- C. Percent
- D. Text

Answer: AC

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Question: 6

Select the option that best fits this description: A tab on the Calibration Template that consists of two fields where you name the template and select the performance evaluation period that will be calibrated.

Please choose the correct answer.

Response:

- A. Advanced
- B. Views
- C. Basic Info
- D. Executive View
- E. Data

Answer: C

Question: 7

Which organization chart is now part of Calibration module now?

Please choose the correct answer.

Response:

- A. V10
- B. V12
- C. V11
- D. V9

Answer: B

Question: 8

How can you configure introduction section of a Performance Management form?

There are 3 correct answers to this question.

Response:

- A. You can create one section of type introduction.

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- B. You can edit using XML or admin tools.
- C. You can include hyperlinks.
- D. You can only edit using xml.
- E. You can create multiple section of type introduction.

Answer: ABC

Question: 9

When creating a goal without table field via import that will be assigned across an entire organization, which of the "ID" fields must be completed?

Please choose the correct answer.

Response:

- A. ID
- B. GUID
- C. SUBGUID
- D. All "ID" fields must be completed

Answer: B

Question: 10

Your customer has Goal Execution enabled in the goal plan template. How do you allow managers(EM) to edit the Probability of Success field for their direct reports?

Please choose the correct answer.

Response:

- A. Set the bizx-pos permission for the EM role in Set User Permission Manager Permission Roles-Goals
- B. Create the write field permission to the bizx-pos field for the EM role.
- C. Enable the bizx-pos field definition.
- D. Create the bizx-pos action permission for the EM role.

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Answer: B

Question: 11

I would like to define a goal that shows up on all employees' plans in an organization. Each employee should be able to edit this goal on his or her goal plan and this goal should not be pushed down from a direct manager.

Which of the options below would be the best choice for this scenario?

Please choose the correct answer.

Response:

- A. Link goals
- B. Create and assign a Group Goal
- C. Goal Import (Beta Goal Import)
- D. Cascade goals

Answer: C

Question: 12

What happens when you define a calibration session owner?

Please choose the correct answer.

Response:

- A. The reporting chain of the owner can automatically populate session participants and subjects.
- B. The calibration session can be assigned to only one owner.
- C. The calibration template and session name are defined by the owner.
- D. The owner can view their Calibration data on the Executive Review tab.

Answer: A

Question: 13

The General Settings section of the goal plan template is integral in defining information that affects the entire goal plan. Which of the options below is NOT configured in the General Settings section of the goal plan template?