

SAP C_THR83_1708 Exam

Volume: 90 Questions

Question: 1

What must you consider when using job families and roles?

Please choose the correct answer.

Response:

- A. Job families must be defined for major functions within organization.
- B. An Employee can be assigned to multiple job codes.
- C. Multiple job codes can be assigned to each job role.
- D. Job roles can be created without assigning them to job family.

Answer: C

Question: 2

Where do you set the frequency of goal execution status report email reminders?

Please choose the correct answer.

Response:

- A. In Admin Tools-> Goal Execution Settings.
- B. Under goal management-> Email notification template settings.
- C. In the GM XML template.
- D. In the form template settings.

Answer: A

Question: 3

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 plan template 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.

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

Answer: A,C

Question: 4

What can you do when you have configured send back button?

Please choose the correct answer.

Response:

- A. Forms can be routed to previous step in route map.
- B. Admin can route form.
- C. Forms can be routed to any system user for feedback.
- D. Users reject form in signature step and send back for edit.

Answer: A

Question: 5

What can you do when adding goal plan categories?

There are 2 correct answers to this question.

Response:

- A. Configure action permissions by category and role.
- B. Divide the goal plan into sections by defining category elements.
- C. Create a 'default' category by defining category element without category ID.
- D. Specify the display order of the categories in the goal plan.

Answer: B,D

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Question: 6

An Administrator cannot launch a performance form. What could be the cause for this problem?
Please choose the correct answer.

Response:

- A. Permission to create the performance form is NOT enabled in Admin Tools- Manage Permission Groups.
- B. Permission to launch the Performance form is NOT enabled in Admin Tools- Manage Permission Roles.
- C. Permission to create the performance form is NOT enabled in provisioning- Form Template Administration.
- D. The start date and end date of the performance form are missing in the advanced settings for the form.

Answer: B

Question: 7

Where can we choose the custom user role from?
Please choose the correct answer.

Response:

- A. Single role
- B. Collaborative role
- C. Iterative role

Answer: A

Question: 8

Which permission codes allow an Employee and Manager to edit the goal name field?
There are 2 correct answers to this question.

Response:

- A.
<field-permission type="write">
<description><![CDATA[]]></description>
<role-name><![CDATA[E]]></role-name>
<role-name><![CDATA[EM]]></role-name>

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```
<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[EMD]]></role-name>
<field refid="name"/>
</field-permission>
```

Answer: A,B

Question: 9

Which configuration settings can you make for Stack ranker?

There are 2 correct answers to this question.

Response:

- A. Stack Ranker can be relabeled in the text replacement tool.
- B. Stack Ranker can be restricted for use by managers.
- C. Stack Ranker can include competencies related by behaviors.
- D. Stack Ranker can be included in an objective section.

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Answer: B,C

Question: 10

In the summary section of a performance management form, the manual rating and calculated rating are both enabled. Which rating is the rating of record?

Please choose the correct answer.

Response:

- A. Item Rating
- B. Scale adjusted rating
- C. Manual Rating
- D. Calculated Rating

Answer: C

Question: 11

When using the get feedback functionality during the performance review process, who can a user send the form to for feedback?

Please choose the correct answer.

Response:

- A. Any active user
- B. EM and EMD
- C. Users within the user's hierarchy
- D. EM+ only

Answer: A

Question: 12

If the attribute "sync-until-completion = false", will the job code get changed in the employee information section?

Please choose the correct answer.

Response:

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- A. It will show the user's job code data as of the form launch.
- B. The changed job code reflects at any stage of the form.
- C. The job code will change only in the PMv12 forms and not applicable to PMv11.
- D. If an employee has a job code change between the time the form is launched and next opened, the "new" job code will be seen in the form.

Answer: A

Question: 13

How can you map competencies to job roles?

There are 2 correct answers to this question.

Response:

- A. Import a CSV file with the competency mappings to job roles in admin tools.
- B. Allow users to map competencies to job roles while adding competencies in the performance form.
- C. Hard code the competency mappings to job roles in the performance form XML.
- D. Manually map competencies to job roles in admin tools.

Answer: B,D

Question: 14

The "autosync" attribute is set to false in the objective section of the performance review form. The following actions occurred after the changes.

- Goal A was deleted from the performance review form
- A new goal (Goal B) was created on the performance review form.

How does this affect the goal plan?

There are 2 correct answers to this question.

Response:

- A. Goal A is NOT deleted from the goal plan.
- B. Goal B is displayed on the goal plan.
- C. Goal A is deleted from the goal plan.

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D. Goal B is NOT displayed on the goal plan.

Answer: A,D

Question: 15

You are editing the global settings in the goal plan template. The following settings are made <share-confirm="true"> and <unshared-confirm="true">. How would you expect the system to behave? Please choose the correct answer.

Response:

- A. When the visibility of the goal is set to private, a notification does not appear.
- B. When you change the status of a goal, a notification appears.
- C. When you change the visibility of a goal, a notification appears.
- D. When the goal completion is set to 100%, a notification appears.

Answer: B

Question: 16

Which of the following features should be configured when using the Goal Execution Status Report? There are 3 correct answers to this question.

Response:

- A. Configure private goal permissions for use with goal execution
- B. Goal execution settings in Admin Center
- C. Goal execution e-mail notification templates
- D. Goal execution field definitions
- E. Goal Management Transfer Wizard

Answer: B,C,D

Question: 17

Your customer is using one goal section and one competency section. The customer displays section weights in the performance review form which is equally important. Based on the requirement and best

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practices, what weights do you assign to the sections?

Please choose the correct answer.

Response:

- A. Goal section 25%, Competency section 25%
- B. Goal section 50%, Competency section 50%
- C. Goal section 100%, Competency section 100%
- D. Goal section 0%, competency section 0%

Answer: B

Question: 18

After Goal Execution is enabled in Provisioning, which goal plan(s) can use this functionality?

Please choose the correct answer.

Response:

- A. The goal plan selected in Admin tools -> Goal Execution settings
- B. The default goal plan in Provisioning.
- C. The goal plan(s) set to Active in provisioning.
- D. All goal plans that include the unique goal execution fields in the goal plan template.

Answer: A

Question: 19

On which page can a user request a status update for another user's goals?

Please choose the correct answer.

Response:

- A. Execution Map
- B. Goal Plan
- C. Status Report
- D. Meeting Agenda

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Answer: A

Question: 20

What does the get feedback button do?

There are 2 correct answers to this question.

Response:

- A. It allows a user to rate and/or comment on the form.
- B. It allows the form to be sent to more than one individual at a time.
- C. It allows the rater to send the entire form to a user outside of the route map.
- D. It allows rater to send an email request to one or more individuals at the same time.

Answer: A,C

Question: 21

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.

Response:

- A. Admin Center -> Calibration Sessions -> People
- B. Admin Center -> Calibration Templates -> Advanced
- C. Provisioning -> Company Settings
- D. Admin Center -> Calibration Settings -> Global Settings

Answer: C,D

Question: 22

A Custom checkbox field is configured in the goal section of the performance form. When at least one goal is defined, where will this new field be displayed?

Please choose the correct answer.

Response:

- A. Below each goal of the goal section.

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- B. At the bottom of the goal section before the section comments.
- C. At the top of the goal section.
- D. In the goal section summary.

Answer: A

Question: 23

How would you expect the system to behave after upgrading to Performance Management V12 acceleration?

Please choose the correct answer.

Response:

- A. When you launch an existing performance form template it first needs to be updated and validated.
- B. Any reports scheduled for the original performance forms are updated automatically.
- C. Changes to the performance form templates are made automatically during the upgrade process.
- D. Performance Management V12 forms remain unlocked because they are compatible with V12 acceleration.

Answer: A

Question: 24

What can you do with the goal import feature?

There are 3 correct answers to this question.

Response:

- A. Add goals
- B. Import the user's goals from another goal plan.
- C. Update goals
- D. Delete a group goal from a goal plan.
- E. Ask a goal owner for a status update

Answer: A,B,C