

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.

SAP C_THR83_1708 Exam

- 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

SAP C_THR83_1708 Exam

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>

SAP C_THR83_1708 Exam

```
<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.

SAP C_THR83_1708 Exam

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: