

# CERTPARK



## QUESTION & ANSWER



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**Exam** : **C\_THR82\_1608**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors  
Performance and Goal  
Management Q3/2016

**Version** : Demo

1.What must you consider when using job families and roles?

- 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**

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

- 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**

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? (Select 2)

- A. Enable table column permission to allow user to edit fields in table only.
- 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**

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

- 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**

5.What can you do when adding goal plan categories? (Select 2)

- 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**