



**Exam** : **C\_THR82\_2205**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors  
Performance and Goal  
Management 1H/2022

**Version** : DEMO

1.How are competencies populated in the competency section of a form? Note: There are 3 correct answers to this question.

- A. Competencies mapped to the users' job roles by the administrator are visible in the Job Specific Competency section.
- B. Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML.
- C. Users add competencies manually in the form when the section is <configurable="true">.
- D. Managers assign Core Competencies to their direct reports from the Org Chart.
- E. Administrators assign competencies to users from Admin Center.

**Answer:** A,B,C

2.Which of the following are unique admin actions for 360 Reviews that are NOT available in performance forms? Note: There are 3 correct answers to this question.

- A. Change participant category.
- B. Restore completed forms.
- C. Change form dates.
- D. Restore deleted forms.
- E. Mass decline forms.

**Answer:** A,B,E

3.Which attribute controls the editability of the goal plan fields when you assign a Group Goal 2.0 or a team goal? Note: There are 2 correct answers to this question.

- A. The allow-group-goal="true" attribute in obj-plan-template
- B. The cascade-update="regular" attribute in field-definition
- C. The configurable="true" attribute in objective-sect
- D. The cascade-update="push-down" attribute in field-definition

**Answer:** A,C

4.What issues can you face if the Goal Management-Performance Management Sync Up option is NOT enabled? Note: There are 2 correct answers to this question.

- A. A goal in a performance management form that is in progress will be outdated if the goal is edited from the Goal Plan.
- B. The list of assigned competencies might be outdated after a change of job code if performance forms have NOT been opened.
- C. If the performance form has NOT been opened since the last modification coming from Goal Management, the form that might be used by Variable Pay will include outdated Goal Management data.
- D. Performance management reports might include expired Goal Management data if performance forms have NOT been opened since the last modification from Goal Management.

**Answer:** C,D

5.How can you set up rating scales in your performance form template? Note: There are 2 correct answers to this question.

- A. You can set a main rating scale from General Settings.
- B. You can change the rating scale on live forms.

C. You can set a rating scale in a custom section.

D. You can assign more than one rating scale to your ratable sections.

**Answer:** A,D