



**Exam** : **C\_THR82\_2211**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors  
Performance and Goals  
2H/2022

**Version** : DEMO

1.Which of the following are capabilities of the Customized Weighted Rating section in the performance form? Note: There are 2 correct answers to this question.

- A. It allows you to add an overall comment.
- B. It displays all official ratings given at previous steps.
- C. It displays weights configured in business rules.
- D. It allows you to add custom elements.

**Answer:** A,D

2.A user is uploading attachments to activities in continuous performance management (CPM).

Which of the following are possible? Note: There are 2 correct answers to this question.

- A. The user can upload a maximum of 5 attachments per activity.
- B. The user can upload attachments to activities in both legacy and latest CPM versions.
- C. The user can upload an attachment to their own activity or to an activity created on their behalf.
- D. The user can only download an attachment they have previously uploaded.

**Answer:** A,C

3.Which features can be enabled and disabled in the Configuration page in Admin Center for the latest version of continuous performance management (CPM)? Note: There are 3 correct answers to this question.

- A. Support multiple roles.
- B. Add activities.
- C. Prevent feedback deletion by users.
- D. Provide discussion topics.
- E. Access the Delete Continuous Feedback page.

**Answer:** A,C,D

4.What action does the following XML code allow a manager to perform from their goal plan?

```
{permission for="cascade-push"} {role-name} {[CDATA[EM + ]]} {/role-name} {/permission}
```

- A. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- B. A manager can cascade goals to all employees in their reporting chain.
- C. A manager can cascade goals to their manager's goal plan.
- D. A manager can cascade a goal from their direct report's goal plan.

**Answer:** A

5.Where can you associate a route map with a performance form template? Note: There are 2 correct answers to this question.

- A. Manage Templates > Advanced Settings
- B. Manage Templates > General Settings
- C. Manage Route Maps > Related Templates
- D. Manage Templates > General Settings > Show advanced options

**Answer:** A,B