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QUESTION & ANSWER

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Exam : **C_THR82_2311**

Title : SAP Certified Associate - SAP SuccessFactors Performance and Goals 2H/2023

Version : DEMO

1.Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions? Note: There are 3 correct answers to this question.

A. An orange bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.

B. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.

C. Operators, such as <, >, >=, < = , =, and "is between" are supported.

D. Multiple ratings can be grouped together under the same distribution guideline.

E. Any data source, other than Performance, supports distribution range and group of ratings in guidelines.

Answer: B, C, E

2.Your customer has 5 unique competencies for individual contributors and 5 for managers. The competencies will be translated into 11 languages and will auto-populate on a multi-language performance review form based on job code.

What attribute must be shared for all translations of the same competency to meet this requirement?

A. Library name

B. Did

C. Category

D. GUID

Answer: D

3.A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only.

What should the customer do to achieve this? Note: There are 2 correct answers to this question.

A. In Form Template Settings, change the Default Targets to HR Reports Only.

B. In RBP > General User Permission, grant permission to Create Forms.

C. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).

D. In Form Template Settings, enable Allow form creator to select anyone as the subject.

Answer: B, D

4.Which of the following are possible in the Ask for Feedback feature? Note: There are 2 correct answers to this question.

A. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.

B. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.

C. The Ask for Feedback system label in US English can be customized from Text Replacement.

D. Ask for Feedback data, including the content of the feedback, is reportable in Table Reports.

Answer: A, C

5.When will ratings be displayed as a drop-down list? Note: There are 3 correct answers to this question.

A. When hiding numeric values

B. When showing numeric values

C. When using rating scales below 5 points

D. When using matrix grid rating scales

E. When using rating scales over 5 points

Answer: A, D, E