

# SAP

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*SAP Certified Application Associate - SAP SuccessFactors Performance and Goals 2H/2023*

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# Latest Version: 6.0

## Question: 1

Which of the following applies to the Employee Information section?

- A. Custom elements can be included.
- B. First Name and Last Name CANNOT be removed.
- C. Elements CANNOT be reordered.
- D. New elements will become visible in the display options in Manage Templates.

**Answer: B**

## Question: 2

What can users do with a form during a collaborative route map step?

- A. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.
- B. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- C. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.
- D. The form can be sent to another user with the Get Feedback button.

**Answer: A**

## Question: 3

What attribute do you insert at the beginning of each label tag to make translations active for that label in the form XML?

- A. msgCode=
- B. translation=
- C. msgKey=
- D. translationID=

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**Answer: C**

### Question: 4

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**

### Question: 5

Which type of permissions of approved sessions can be granted to facilitators?

Note: There are 3 correct answers to this question.

- A. Read
- B. Delete
- C. Finalize
- D. Export
- E. Write

**Answer: A B D**

### Question: 6

Competencies were mapped to job roles in the system. However, when performance forms were launched, the competencies did NOT display in the job-specific competency section for one employee, but they did for another. What is the most likely reason for this issue?

- A. The job role is NOT mapped with the exact job code as it appears in the employee data file.
- B. The auto-sync option in the competency section was NOT enabled.

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- C. The competency GUID was used when configuring the competency section, instead of the competency ID.
  - D. The category-filter-opt attribute in the competency section was NOT specified.

**Answer: A**

### Question: 7

What can you do in Admin Center —> Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Download the latest XML file of a template.
- B. Upload an XML file in order to update an existing template.
- C. Delete a template.
- D. Upload an XML file in order to create a new template.

**Answer: A D**

### Question: 8

Which of the following are best practices to implement translation projects?

Note: There are 2 correct answers to this question.

- A. Validate the translations in the test instance before copying to the production instance.
- B. Maintain separate workbooks for each language to be implemented.
- C. Make sure the implementation consultant is the one responsible for the master file with the latest updates.
- D. Require configuration sign-off from the customer before beginning the translation work.

**Answer: A D**

### Question: 9

What happens when the minimum/maximum goal count per category is set in the goal plan?

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- A. When a user creates a goal outside the minimum/maximum goal limits, the system provides a hard warning and the user CANNOT proceed.
  - B. When the user creates a goal, the minimum/maximum limit for the overall goal must be defined.
  - C. When the user creates goals, the same minimum/maximum value must be used for each of the goals.
  - D. When a user creates a goal outside the minimum/maximum goal limits, the system provides soft warnings and the user can proceed.

**Answer: D**

### Question: 10

The standard goal plan template includes four goal categories. Your customer wants to use only three of the standard categories. How do you delete a goal category from the goal plan template?

Note: There are 2 correct answers to this question.

- A. Remove the permission to view the category in the goal plan XML template.
- B. Delete all the code for the unwanted category from the goal plan XML template.
- C. Choose the Delete icon next to the category name in Admin Center —> Manage Templates.
- D. Delete the Plan Layout section from the goal plan XML template.

**Answer: B C**

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