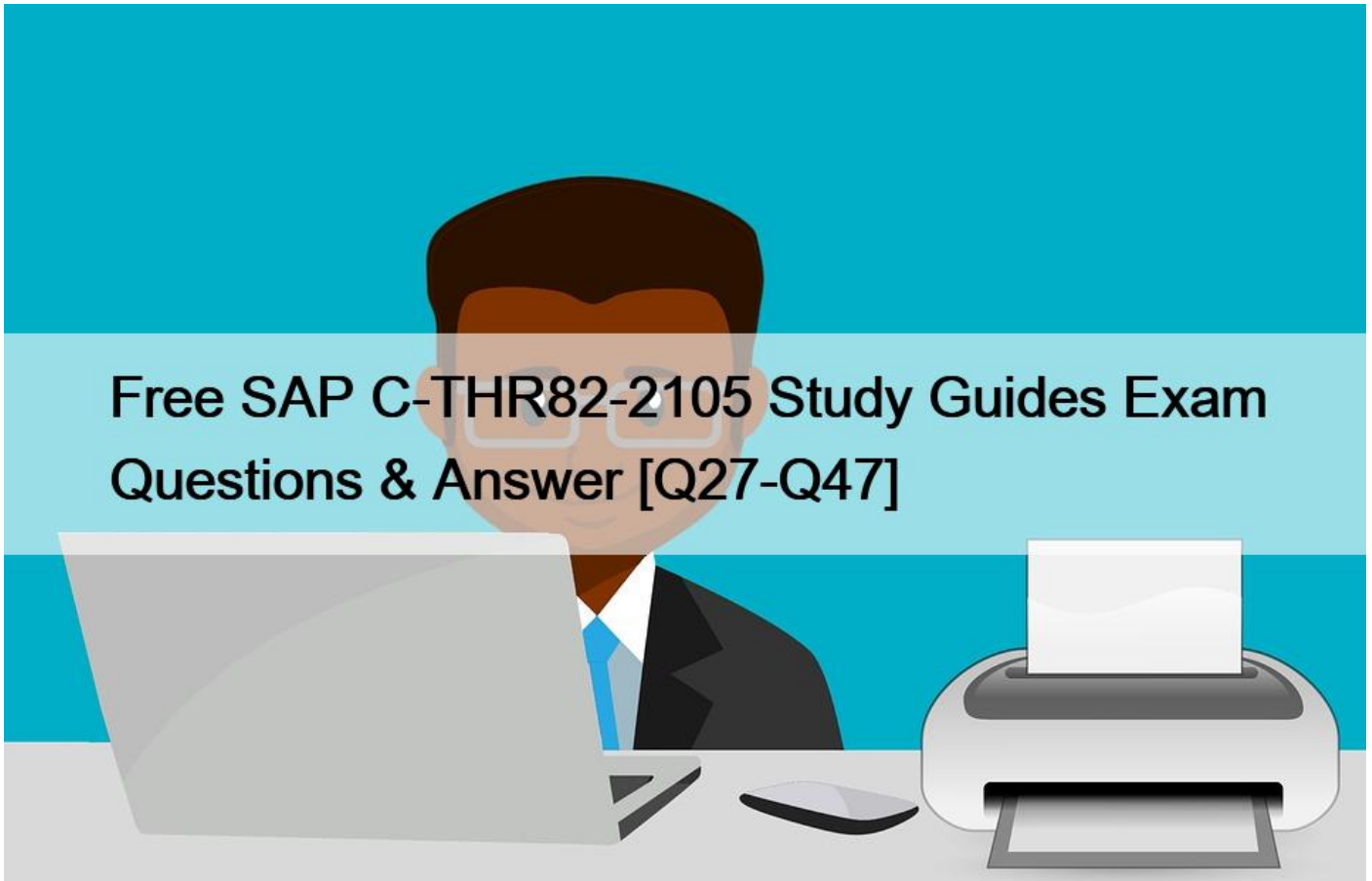


Free SAP C-THR82-2105 Study Guides Exam Questions & Answer [Q27-Q47]



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NEW QUESTION 27

During testing you discover that a field is missing from the goal plan. When you check the XML it appears that the field is defined and the user has the correct. What else do you need to check?

- * Goal plan type
- * Data model
- * Role-based permissions (RBP)
- * Plan layout

NEW QUESTION 28

Which of the following options best define the term 'Stack Ranker/Team Rater'?

- * Allows managers to drag and drop direct reports into a ranked order that populates ratings based on the order.
- * Allows managers to rate direct reports on specific competencies side-by-side and at one time.
- * This functionality is legacy.
- * Allows managers to rate direct reports on specific goals side-by-side and at one time.

NEW QUESTION 29

Select the option below that fits this description: A Detailed 360 Report that provides an overview rating of each individual competency or goal that was rated.

- * Gap Analysis
- * Rank View
- * Blind Spots
- * Graphical SummaryReport
- * Hidden Strengths

NEW QUESTION 30

In the Competency Feedback section, use the drop-down menus to rate the employee's performance on each competency listed. Which of the following are included in the Competency Feedback section? There are 2 correct answers for given question

- * Job specific competencies define how we should work together to accomplish our objectives
- * Job specific competencies define how organization should work together to accomplish our objectives
- * Core values define core competencies of employer that are essential to the achievement of the organization's business objectives
- * Core values define core competencies that are essential to the achievement of the organization's business objectives

NEW QUESTION 31

You have created a route map and have entered information for all options in each step. You have also configured To Dos for the Home Page.

Which field appears in the planner's To Do List on the Home Page when the worksheet is in their inbox?

- * Step Description
- * Step Name
- * Step ID
- * Step Introduction & Mouseover Text

NEW QUESTION 32

During testing, it is noticed that a field is missing from the goal plan. The XML template seems to be correct.

What else you should check?

Please choose the correct answer.

- * Legacy permissions
- * Administrative Privileges
- * Role Based Permissions
- * The provisioning settings.

NEW QUESTION 33

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

- * Forms can be routed to any system user for feedback.
- * Users reject form in signature step and send back for edit.
- * Forms can be routed to previous step in route map.

- * Admin can route form.

NEW QUESTION 34

What can managers do with the coaching feature of continuous Performance Management (CPM)? Note:

There are 2 correct answers to this question

- * Send an e-mail to request feedback from someone outside the organization
- * Send an e-mail to request feedback from a peer
- * Add one thing that an Employee did well
- * Add one thing that an employee needs to improve upon

NEW QUESTION 35

Your customer is using one goal section and one competency section, the customer displays section weights in the performance review form.

The requirement in the performance summary section.

Based on this requirement and best practices, what weights do you assign to the sections?

Please choose the correct answer.

- * Goal Section 0%

Competency Section 0%

- * Goal Section: 50%

Competency Section 50%

- * Competency Section 100%

Goal Section: 100%

- * Goal Section: 25%

Competency Section

NEW QUESTION 36

When would you run the Update All Worksheets function? There are 3 correct answers to this question.

- * When an administration changes the data in a look-up table.
- * When an administration manually moves an employee to a new worksheet.
- * When an administration change the layout of the compensation plan template
- * When a manager makes a change to a performance rating on a performance form

NEW QUESTION 37

Which of the following options can be configured in General Settings? Select all that apply.

Permission to enable/disable buttons visible on a performance form to end-users

- * Rating Scale
- * Route Map

- * Stack ranking employees on competency sections

NEW QUESTION 38

Where is the question, "Is this goal relevant?" displayed within the goal plan?

- * In the goal plan introduction section
- * In the Goal wizard popup window
- * In the Edit Goal popup window
- * In the goal plan summary

NEW QUESTION 39

Which goal alignment method allows two employees who are working on the same project but have no other common relationship to associate a goal?

- * Cascade-push
- * Cascade-align
- * Cascade-pull

NEW QUESTION 40

When adding a custom field using XML, which element must be defined it using the checkbox element type?

- * Element Name
- * Element Value
- * Element Description
- * Element Type

NEW QUESTION 41

Where can you download a goal plan xml?

- * In Provisioning > Company Settings
- * In Provisioning > Import/Update/Export Objective Plan Template
- * In Admin Center > Goal Management > Import Goals
- * In Admin Center > Goal Management > Manage Template

NEW QUESTION 42

Identify the scenarios when the Goal Comment Notification is triggered. There are 3 correct answers to this question.

- * When a separate user (ex. Matrix manager) provides a feedback on the employee's goal plan, both the employee and the employee's manager receives an email notification
- * When an employee receives feedback on their goal plan from their direct line manager, the employee receives an email notification
- * When a goal with a threaded feedback/comment is deleted from the goal plan
- * When a goal with a threaded feedback/comment is cascaded to another employee
- * When an employee provides a feedback response in the goal plan, the direct manager receives an email notification

NEW QUESTION 43

Where in Admin Center can multiple calibration sessions be created at once with a CSV file? Please choose the correct answer.

- * Manage Calibration Templates
- * Mass Create Calibration Sessions

- * Manage Calibration Settings
- * Manage Calibration Session

NEW QUESTION 44

Competencies were mapped, to job roles in the system. However, when a performance form was launched the competencies did NOT display in the job – specific What is the most likely reason for this issue?

- * The job role is NOT mapped with the exact job code as it appears in the employee data file.
- * The auto-sync option in the competency section was NOT enabled.
- * The category-filter-opt attribute in the competency section was NOT specified.
- * The competency GUID instead of the competency ID was used when configuring the competency section.

NEW QUESTION 45

Your customer wants employees to copy goals from a prior plan in to their current goal plan? What button do you enable to implement this requirement?

- * Add goal
- * Mass assign
- * SMART Goal wizard
- * TGM/CDP objective transfer wizard

NEW QUESTION 46

A goal is created in the PM form and Auto-Sync option is disabled, will the goals auto populate to the goals section of the performance form?

- * Changes to goals on the goal plan will auto-sync to the form the next time the form is opened.
- * It will move the goal to a different section in the PM form
- * The goals will NOT reflect in the PM form.
- * The goals will reflect in the PM form.

NEW QUESTION 47

Select the option that best fits this description: A global setting for calibration sessions that forces users to enter a comment when assigning new scores in all calibration sessions.

- * Show In-Progress Moderation Ratings in Live Profile
- * Enable Reverse Scale
- * Enable Manager Moderation Session
- * Enable Comment
- * Enable Enforce Comment Option in Views

SAP C-THR82-2105 Exam Syllabus Topics:

TopicDetailsTopic 1- Describe in detail how to configure Performance Management templates- Describe the translation process
Topic 2- Describe how to configure Performance Ratings and Permissions- Describe how to configure CalibrationTopic 3- Describe
how competencies are defined- Continuous Performance ManagementTopic 4- Identify how to activate Continuous
Performance Management (CPM) and the features of CPMTopic 5- Describe how to configure the 360 Reviews feature-
Performance Rating and Permissions

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