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Exam : **C-THR82-1605**

Title : SAP Certified Application Associate - SAP SuccessFactors Performance and Goal Management (Q2/2016)

Vendor : SAP

Version : DEMO

NO.1 What determines the item order in the drop-down enum list?

Please choose the correct answer.

- A. Order of the field-definition ID
- B. Order of the enum elements in the XML file
- C. Numeric by enum-value
- D. Alphanumeric by enum-label

Answer: B

NO.2 Your customer wants to modify the description of a competency in their library?

Where can you make this change?

There are 2 correct answers to this question.

- A. In the .CSV file downloaded from the competency library.
- B. In Admin tools->manage competencies
- C. In the performance form template XML.
- D. In provisioning->company settings

Answer: A,B

NO.3 Your customer wants to add a mid-year feedback step to their performance management process. Which

route map modifications are required?

There are 2 correct answers to this question.

- A. Rename an existing step ID.
- B. Move the new step to the requested location in the workflow.
- C. Add a new step in the modify stage.
- D. Add a new step in the signature stage.

Answer: B,C

NO.4 Where can you configure how the goal fields are displayed in the Performance Management form?

Please choose the correct answer.

- A. Plan Layout section
- B. Form template XML
- C. Form-Layout section
- D. Pdf-layout section

Answer: C

NO.5 Where is legal scan enabled in a Performance Management form?

Please choose the correct answer.

- A. In Admin tools -> Legal Scan Library
- B. In Admin tools -> Manage Templates -> Advanced settings
- C. In Admin tools -> Legal Scan Library import
- D. In the PM XML template

Answer: B

NO.6 Where do you create a new performance form template?

There are 2 correct answers to this question.

- A. Provisioning -> Managing Plan Template

- B. Admin Tools -> Form Template Se
- C. Admin Tools -> Manage Templates
- D. Provisioning -> Form Template Administra

Answer: B,C

NO.7 In the summary section of a performance management form, the manual rating and calculated rating are

both enabled. Which rating is the rating of record?

Please choose the correct answer.

- A. Item Rating
- B. Calculated Rating
- C. Manual Rating
- D. Scale adjusted rating

Answer: C

NO.8 How can you configure introduction section of a Performance Management form?

There are 3 correct answers to this question.

- A. You can only edit using xml.
- B. You can edit using XML or admin tools.
- C. You can include hyperlinks.
- D. You can create multiple section of type introduction.
- E. You can create one section of type introduction.

Answer: B,C,E