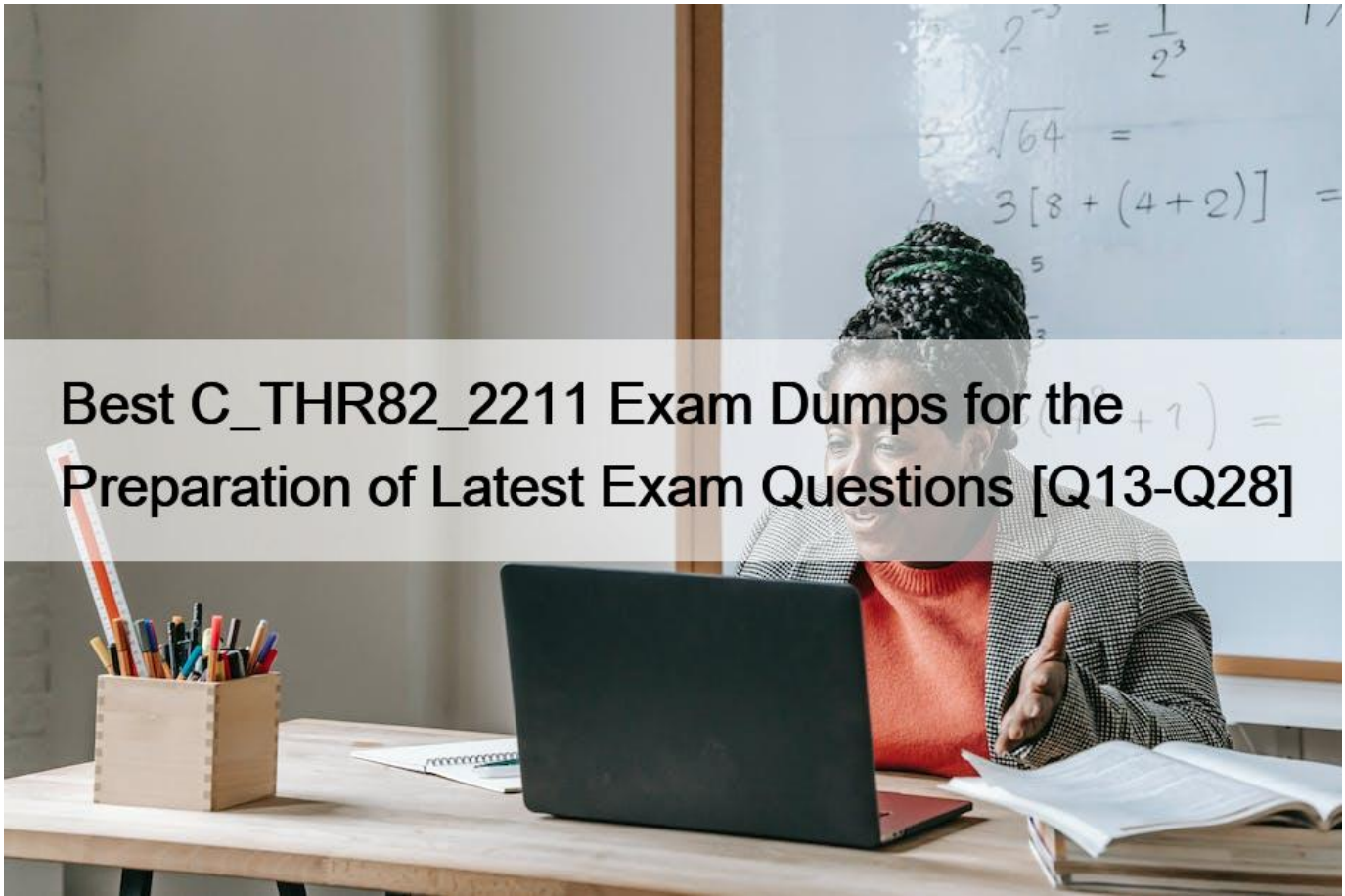


## Best C\_THR82\_2211 Exam Dumps for the Preparation of Latest Exam Questions [Q13-Q28]



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### Best C\_THR82\_2211 Exam Dumps for the Preparation of Latest Exam Questions C\_THR82\_2211 Actual Questions 100% Same Braindumps with Actual Exam! NEW QUESTION 13

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date. What settings do you need to make to ensure this takes place?

- \* Define the start date for the first step in the route map configuration in Manage Route Maps, Select the  Enforce Start Date  option in Step 2 of the route map.
- \* Define the due date for the first step in the route map configuration in Form Template Settings, Select the  Automatic send on due date  option in Step 1 of the route map.
- \* Define the due date for the first step in the route map configuration in Manage Route Maps, Select the  Automatic send on due date  option in Step 1 of the route map and also select the  Always send regardless of validation  option.
- \* Define the exit date for the first step in the route map configuration in Manage Route Maps, Select the  Automatic send on due date  option in Step 1 of the route map and also select the  Always send regardless of validation  option.

### NEW QUESTION 14

In what scenario would you use the Get Feedback function on a performance form?

Note: There are 2 correct answers to this question.

- \* When you want to collect feedback from different users via e-mail
- \* When you want to send the actual form to another user in an existing step so ratings and/or comments can be added to the form
- \* When you want to send the actual form to another user in a new user-defined step so ratings and/or comments can be added to the form
- \* When you want to send the actual form to another user in the Signature stage so ratings and/or comments can be added to the form

### **NEW QUESTION 15**

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

Note: There are 2 correct answers to this question.

- \* Download the latest XML file of a template.
- \* Upload an XML file in order to update an existing template.
- \* Delete a template.
- \* Upload an XML file in order to create a new template.

### **NEW QUESTION 16**

Your customer wants to modify the description of a competency in their library. Where can you make this change?

Note: There are 3 correct answers to this question.

- \* In the performance form template XML
- \* In Provisioning -> Company Settings
- \* In Provisioning -> Managing Competencies and Skills -> Competency Libraries
- \* In the CSV file downloaded from the competency library
- \* In Admin Center -> Manage Competencies

### **NEW QUESTION 17**

What is required when you define a custom field in the goal plan?

Note: There are 2 correct answers to this question.

- \* You must assign a field type to the field.
- \* You must make the field reportable.
- \* You must assign a unique ID to the field.
- \* You must assign a field description to the field.

### **NEW QUESTION 18**

What can an administrator do when accessing the Delete Continuous Feedback page?

Note: There are 2 correct answers to this question.

- \* The administrator can only delete feedback given in the last three months.
- \* The administrator CANNOT restore feedback once the feedback is deleted.
- \* The administrator can delete only feedback given or received by active users.
- \* The administrator can access all information, including feedback content from others.

### **NEW QUESTION 19**

Which of the following can a manager use from the Team Overview tab?

Note: There are 3 correct answers to this question.

- \* The Get Feedback feature, to collect additional comments on the form
- \* The Ask for Feedback button, to send an e-mail to internal or external users
- \* The Stack Ranker, to evaluate objectives for their direct reports
- \* The Confirm 1:1 Meeting button, to send a form to the signature step without opening it.
- \* The Stack Ranker, to evaluate competencies for their direct reports

#### NEW QUESTION 20

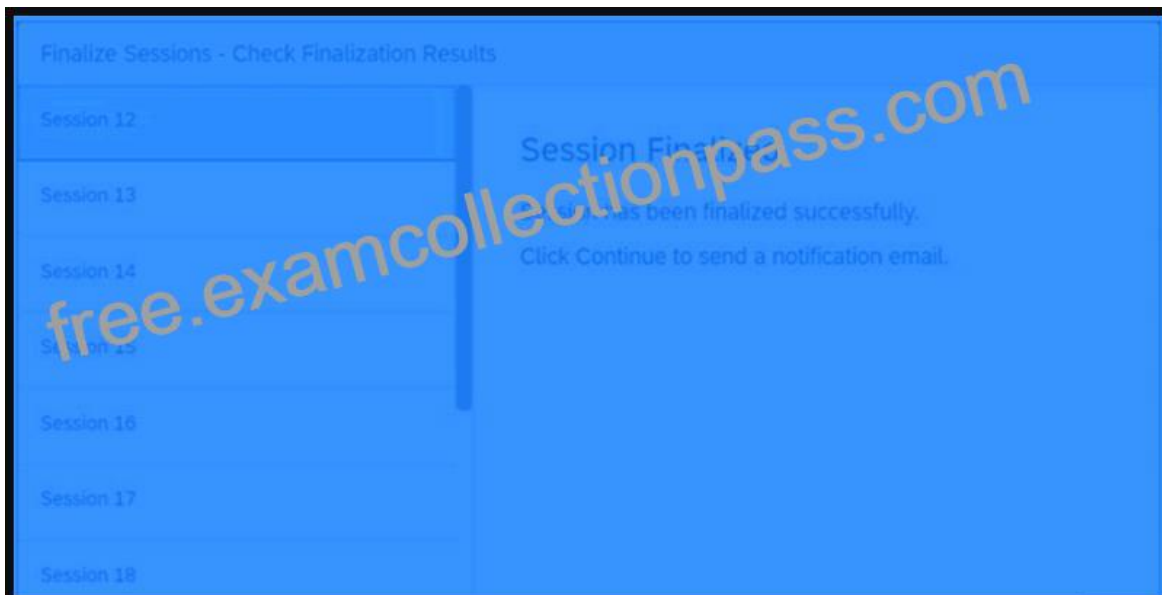
What can an administrator do with the Launch Forms tool?

Note: There are 3 correct answers to this question.

- \* Set specific form template dates for the forms being launched.
- \* Remove one of the form sections.
- \* Select employees based on filters.
- \* Disable the Ask for Feedback functionality for the forms being launched.
- \* Edit introduction texts for custom sections.

#### NEW QUESTION 21

Review the following images. In the first image, the administrator is finalizing several Calibration Sessions at once. But, in the second image, the administrator receives this warning message. What does the warning message in the second image mean?



- \* The number of sessions to be finalized exceeds the Online Mass Finalization Threshold set in Calibration Settings.
- \* NO sessions will be finalized, regardless of the Online Mass Finalization Threshold set in Calibration Settings.
- \* The number of sessions to be finalized exceeds the default Online Mass Finalization Threshold of 25.
- \* NO sessions will be finalized, regardless of the default Online Mass Finalization Threshold of 25.

#### NEW QUESTION 22

What issues can you face if the Goal Management-Performance Management Sync Up option is NOT enabled?

Note: There are 2 correct answers to this question.

- \* A goal in a performance management form that is in progress will be outdated if the goal is edited from the Goal Plan.
- \* The list of assigned competencies might be outdated after a change of job code if performance forms have NOT been opened.
- \* If the performance form has NOT been opened since the last modification coming from Goal Management, the form that might be used by Variable Pay will include outdated Goal Management data.
- \* Performance management reports might include expired Goal Management data if performance forms have NOT been opened since the last modification from Goal Management.

### NEW QUESTION 23

What action does the following XML code allow a manager to perform from their goal plan? {permission for=&#8221;cascade-push&#8221;} {role-name} {![CDATA[EM + ]]} {/role-name} {/permission}

- \* 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.
- \* A manager can cascade goals to all employees in their reporting chain.
- \* A manager can cascade goals to their manager&#8217;s goal plan.
- \* A manager can cascade a goal from their direct report&#8217;s goal plan.

### NEW QUESTION 24

You are planning to use rating-opt=&#8221;l&#8221; for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box. Which of the following fields should you consider when defining field permissions for this section?

Note: There are 2 correct answers to this question.

- \* item-rating
- \* subject-item-rating
- \* item-cmt-rating
- \* manual-rating

### NEW QUESTION 25

In your goal plan, you notice some warning errors as shown in the screenshot. What do these warnings mean?



- \* The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and <min-goals> is 1 for the Business Goals category.
- \* The <max-weight> is 120 and <max-goals-per-category> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and <min-goal-per-category> is 1 for the Business Goals category.
- \* The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight> is 30, and <min-goals> is 1 for the Business Goals category.
- \* The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and <min-goals> is 1 for the Business Goals category.

### NEW QUESTION 26

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.

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

### NEW QUESTION 27

Your customer is using an Obj/Comp Summary section that includes one goal section and two competency sections. The customer displays section weights in the performance review form. The requirement is that goals and competencies be equally important for the calculated rating. Based on this requirement and best practices, what weights do you assign to the sections?

- \* Weight all sections equally so they add up to 100%
- \* 50% for the Goal section and 25% for each of the Competency sections
- \* 100% for the Goal section and 50% for each of the Competency sections
- \* 50% for the Goal section and 100% for each of the Competency sections

### NEW QUESTION 28

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management? Note: There are 3 correct answers to this question.

- \* Add <permission for=>
- \* Configure the <plan-layout> to include switch buttons.
- \* Add the <obj-edit> in a performance form template XML.
- \* Define <obj-plan-states> in the goal plan template XML.
- \* Give the direct manager permission to access the employee

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