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**Exam** : **C\_THR82\_1908**

**Title** : SAP Certified Application  
Associate - SAP SuccessFactors  
Performance and Goal  
Management Q3/2019

**Vendor** : SAP

**Version** : DEMO

**NO.1** When using the get feedback functionality during the performance review process, who can a user send the form to for feedback?

Please choose the correct answer.

Response:

- A.** Users within the user's hierarchy
- B.** EM+ only
- C.** EM and EMD
- D.** Any active user

**Answer:** D

**NO.2** What can you configure for behaviors on a form?

There are 3 correct answers to this question.

Response:

- A.** Both the competency and its behavior can be rated.
- B.** Behaviors can have a different rating scale than the associated competencies.
- C.** Behaviors are displayed on the form and can be rated at the competency level.
- D.** Comments can be entered for an individual behavior that it is rated.
- E.** Behaviors ratings can be displayed in the summary section of form.

**Answer:** A,C,D

**NO.3** You use date-based proration and you do NOT include dates in the user data file (UDF) for an employee.

What dates does the system use to calculate the proration percent?

Please choose the correct answer.

Response:

- A.** The start date and end date of the customer's fiscal year.
- B.** January 1 to December 31 of the current year.
- C.** The review start date and review end date configured in the compensation template.
- D.** The start date and end date of the compensation worksheet.

**Answer:** A

**NO.4** Your customer plans to mass create Performance review forms for all employees and wants the review start date, due date and end date to be non-editable. How is this accomplished?

Please choose the correct answer.

Response:

- A.** Check "Disable due date validation" option in admin tools->Manage templates
- B.** Set the Review info section to sync until completion = "false" in the form template XML.
- C.** Check the "Disallow users from changing start, due and end date" option in admin tools->Manage templates.
- D.** Set the review info section permission to "Disabled" for all roles in route map in the form template XML.

**Answer:** C

**NO.5** What action does the following XML code allow a user to perform from their goal plan?

```
<permission for="cascade-push">  
<role-name><![CDATA[EM+]]></role-name>  
</permission>
```

Please choose the correct answer.

Response:

- A.** An employee can cascade the goals to their manager's goal plan.
- B.** An employee can cascade a goal from their manager's goal plan.
- C.** A manager can cascade goals to all employees in their reporting chain.
- D.** A manager can copy a goal from their direct report's goal plan.

**Answer:** C

**NO.6** Where can you assign a job code to an employee in Admin Center? (1 Answer)

- A.** Update User Information -> Employee Import
- B.** Company Settings -> Manage Competencies
- C.** Employee Files -> Configure Employee Files
- D.** Company Settings -> Manage job Roles

**Answer:** A

**NO.7** Your customer wants to include confidential information in the planning process. This information should be viewed by the HR team. How can you achieve this?

Please choose the correct answer.

Response:

- A.** Configure a custom field for the confidential data, and set field visibility to 'view' for HR employees.
- B.** Configure a custom field for the confidential data, and set field visibility to 'hide' for everyone except HR employees.
- C.** Set the includeCompliance="HR" in the compensation plan template XML.
- D.** Configure a custom field for the confidential data, and use role-based permissions to make the field visible for HR employees.

**Answer:** D

**NO.8** You want to extract the entire compensation from SuccessFactors and import it to your own Human Resource Information System (HRIS). Which report must you run to capture compensation data from your current compensation plan?

Please choose the correct answer.

Response:

- A.** Aggregate export report
- B.** Spreadsheet report
- C.** Compensation adjustment report
- D.** Budget roll-up report

**Answer:** A

**NO.9** Where do you disable the info button on the performance form? (1 Answer)

- A.** In admin center -> Company dictionary

- B. In admin center -> Manage forms by user
- C. In provisioning -> Company settings
- D. In admin center -> Form template settings

**Answer:** D

**NO.10** When should you configure a compensation template using the second manager hierarchy?  
Please choose the correct answer.

Response:

- A. Your customer wants both the standard manager and the matrix manager to approve compensation.
- B. Your customer wants someone other than the standard manager to make compensation recommendations.
- C. Your customer has more than three manager approval levels in their route map.
- D. Your customer wants to include inactive employees on the compensation worksheet.

**Answer:** B

**NO.11** Which rating source combinations can you use to configure a compensation plan template?  
There are 2 correct answers.

Response:

- A. A rating from a Performance Management (PM) form  
A Comp Rating from the compensation worksheet for employees who do NOT have a PM form.
- B. A rating from a Performance Management (PM) form.  
A rating from a different PM form depending on which PM form was assigned to an employee.
- C. A rating from a Performance Management (PM) form.  
An imported rating from the user data file for employees who do NOT have a PM form
- D. A rating from a 360 form  
A Comp Rating from the compensation worksheet for employees who do NOT have a 360 form.

**Answer:** A,C

**NO.12** Identify the correct path to managing/configuring competencies in the SAP SuccessFactors system. Please select the correct answers that apply.

- A. Admin Center > Performance Management > Manage Competencies
- B. Admin Center > 360 Review > Manage Competencies
- C. Admin Center > Calibration > Manage Competencies
- D. Admin Center > Company Settings > Manage Competencies

**Answer:** A,D

**NO.13** Your customer uses the Second Manager compensation hierarchy. How can you check for missing manager in the hierarchy?  
Please choose the correct answer.

Response:

- A. Select the Validate Manager and HR fields option when importing the user data file (UDF).
- B. Export the user data file (UDF) and check the MANAGER column.
- C. Use the Export users without manager option under the Define Planners page.

**D.** Run a Compensation Planning ad hoc report.

**Answer:** C

**NO.14** You want to create a goal plan template. Which of the following methods are recommended?  
There are 3 correct answers to this question.

Response:

- A.** Copy an existing goal plan and save as a new version in admin tools.
- B.** Copy an existing goal plan, change the plan ID to a unique ID and import in provisioning.
- C.** Copy an existing DTD file and save as a goal plan template file.
- D.** Download a template from the SuccessStore.
- E.** Download a template from the customer community.

**Answer:** A,B,D

**NO.15** What happens when displaying job title field in the employee information section of PM form template?

Please choose the correct answer.

Response:

- A.** The Job title on the form will NOT update if the employee data is updated while the form is in progress.
- B.** The Job title on the form will update if the employee data is updated while the form is in progress.
- C.** The job role in families and roles will update while the form in progress.
- D.** The employee information section can only be edited if you need to make employee data changes while the form is in progress.

**Answer:** B