



QUESTION & ANSWER

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Exam : **C_THR82_2311**

Title : SAP Certified Associate -
SAP SuccessFactors
Performance and Goals
2H/2023

Version : DEMO

1. Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions? Note: There are 3 correct answers to this question.

- A. An orange bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.
- B. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.
- C. Operators, such as <, >, >=, <=, =, and "is between" are supported.
- D. Multiple ratings can be grouped together under the same distribution guideline.
- E. Any data source, other than Performance, supports distribution range and group of ratings in guidelines.

Answer: B, C, E

2. Your customer has 5 unique competencies for individual contributors and 5 for managers. The competencies will be translated into 11 languages and will auto-populate on a multi-language performance review form based on job code.

What attribute must be shared for all translations of the same competency to meet this requirement?

- A. Library name
- B. Did
- C. Category
- D. GUID

Answer: D

3. A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only.

What should the customer do to achieve this? Note: There are 2 correct answers to this question.

- A. In Form Template Settings, change the Default Targets to HR Reports Only.
- B. In RBP > General User Permission, grant permission to Create Forms.
- C. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).
- D. In Form Template Settings, enable Allow form creator to select anyone as the subject.

Answer: B, D

4. Which of the following are possible in the Ask for Feedback feature? Note: There are 2 correct answers to this question.

- A. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.
- B. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- C. The Ask for Feedback system label in US English can be customized from Text Replacement.
- D. Ask for Feedback data, including the content of the feedback, is reportable in Table Reports.

Answer: A, C

5. When will ratings be displayed as a drop-down list? Note: There are 3 correct answers to this question.

- A. When hiding numeric values

- B. When showing numeric values
- C. When using rating scales below 5 points
- D. When using matrix grid rating scales
- E. When using rating scales over 5 points

Answer: A, D, E