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SAP C-THR82-2311 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Compensation Management Integration: This section covers aspects of integrating performance data with compensation planning.
Topic 2	<ul style="list-style-type: none">• Reporting and Analytics: This section includes generating reports on performance data, and using analytics to track progress and identify trends.
Topic 3	<ul style="list-style-type: none">• Performance Management Configuration: This includes topics like configuring goals, objectives, ratings, and weights.
Topic 4	<ul style="list-style-type: none">• Performance Reviews: This includes creating and conducting performance reviews, using templates, and feedback mechanisms.
Topic 5	<ul style="list-style-type: none">• Goal Management: This covers creating and managing goals, setting goal types, visibility and permissions, and workflows.

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SAP Certified Application Associate - SAP SuccessFactors Performance and Goals 2H/2023 Sample Questions (Q48-Q53):

NEW QUESTION # 48

What is the purpose of the Coaching Advisor/Give Advice functionality?

Note: There are 2 correct answers to this question.

- A. To give a user an overall performance rating based on calculations
- **B. To give a user developmental suggestions**
- **C. To give a user information on how to strengthen a competency**
- D. To give a user guidance to create SMART goals

Answer: B,C

NEW QUESTION # 49

Which of the following scale-type options are supported in 360 Reviews, SAP Fiori Version?

Note: There are 3 correct answers to this question.

- **A. STAR**
- **B. CIRCLE**
- **C. DROPDOWN**
- D. FREETEXT
- E. HORIZONTAL_RADIO

Answer: A,B,C

NEW QUESTION # 50

Which of the following are best practices to implement translation projects?

Note: There are 2 correct answers to this question.

- A. Make sure the implementation consultant is the one responsible for the master file with the latest updates.
- B. Maintain separate workbooks for each language to be implemented.
- **C. Validate the translations in the test instance before copying to the production instance.**
- **D. Require configuration sign-off from the customer before beginning the translation work.**

Answer: C,D

NEW QUESTION # 51

Your customer wants to change the default labels in the Summary section, for both Manual Overall Rating and Calculated Overall Rating. Where can the customer do this?

Note: There are 2 correct answers to this question.

- A. In XML <calc-summary-rating-label>
- B. In Manage Templates > Choose an alternate label for the rating field
- **C. In XML <calc-rating-label>**
- **D. In XML <overall-rating-label>**

Answer: C,D

NEW QUESTION # 52

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 RBP > General User Permission, grant permission to Create Forms.**
- B. In Form Template Settings, change the Default Targets to HR Reports Only.
- 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: A,D

NEW QUESTION # 53

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