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SAP C-THR82-2311 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">Performance Management Configuration: This includes topics like configuring goals, objectives, ratings, and weights.
Topic 3	<ul style="list-style-type: none">Goal Management: This covers creating and managing goals, setting goal types, visibility and permissions, and workflows.
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"> • Compensation Management Integration: This section covers aspects of integrating performance data with compensation planning.
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SAP Certified Application Associate - SAP SuccessFactors Performance and Goals 2H/2023 Sample Questions (Q76-Q81):

NEW QUESTION # 76

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

Note: There are 2 correct answers to this question.

- A. 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
- B. 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
- C. When you want to collect feedback from different users via e-mail
- D. 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

Answer: A,D

NEW QUESTION # 77

What can an administrator do with the Launch Forms tool?

Note: There are 3 correct answers to this question.

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

Answer: A,D,E

NEW QUESTION # 78

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.

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

Answer: B,C,D

NEW QUESTION # 79

Which of the following options are new enhancements in 360 Reviews, SAP Fiori Version that are NOT available in v11?
Note: There are 2 correct answers to this question.

- A. Circle or Star Rating
- B. EZ Rater
- C. Form Autosave
- D. Stack Ranker 360 form history

Answer: B,D

NEW QUESTION # 80

Which of the following are characteristics of an EZ Rater section?
Note: There are 3 correct answers to this question.

- A. <sect-mode="EZ-Rater"> can be configured for the Competency section only, to compare employee and manager ratings -> side by side.
- B. <sect-mode="EZ-Rater"> can be configured for Goal and Competency sections to compare employee and manager ratings -> side by side.
- C. EZ Rater includes an on-form Gap Analysis graph.
- D. The items within the EZ Rater section will collapse by default.
- E. EZ-Rater can be turned on from Admin Center -> Manage Templates.

Answer: A,B,C

NEW QUESTION # 81

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