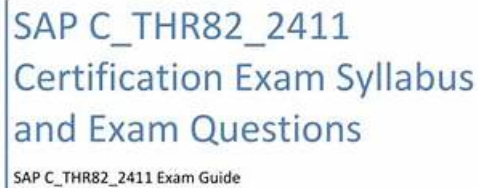


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SAP C-THR82-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Goal Management: SAP consultants explore maintaining and updating goal plans effectively. This topic integrates goal management with performance systems and demonstrates techniques to align individual goals with organizational objectives. It ensures consultants can foster alignment between employee efforts and enterprise goals during SuccessFactors implementations.
Topic 2	Configuration of Performance Management: This topic introduces SAP consultants to configuring performance management settings in SuccessFactors. It covers detailed steps for designing performance templates, empowering consultants to implement tailored performance solutions that drive organizational success.

Topic 3	Form Templates: In this area, SAP consultants gain insights into creating and customizing performance management form templates. The topic emphasizes adjusting settings to meet diverse organizational needs.
Topic 4	Performance Rating and Permissions: The topic highlights techniques for setting up performance rating scales and configuring user permissions. SAP consultants learn to ensure accurate performance assessments and maintain data security, a critical component of effective SuccessFactors deployments.
Topic 5	Continuous Performance Management (CPM): The topic covers enabling CPM features within the system, providing an overview of its functionalities and benefits. SAP consultants learn to incorporate continuous feedback and goal tracking into the SuccessFactors framework, promoting a culture of ongoing performance improvement.
Topic 6	Competencies: The topic provides an understanding of defining and categorizing competencies in SuccessFactors. It includes techniques for linking competencies to specific job roles and responsibilities, ensuring SAP consultants can structure competencies to enhance workforce alignment with organizational objectives.
Topic 7	Managing Clean Core: In this topic, SAP consultants understand the importance of maintaining a clean core by minimizing customizations in system configurations. The focus is on strategies that simplify upgrades and improve system efficiency. The topic equips consultants with essential practices to ensure long-term system integrity, aligning with SuccessFactors implementation goals.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q64-Q69):

NEW QUESTION # 64

Which of the following are considerations when you are converting legacy templates to the latest version?

Note: There are 2 Answers to this question.

- A. The background style for the status field is supported in both RGB and HEX.
- B. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.
- C. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- D. Any existing Group Goal data from the legacy template will be retained.

Answer: B,C

NEW QUESTION # 65

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session? Note: There are 2 correct answers to this question.

- A. When any of the views in the session include unrated subjects.
- B. When rank column is set as required and some subjects are NOT ranked in the Bin view.
- C. When distribution guidelines are enforced but NOT met within the calibration session.
- D. When subjects are marked as discussed with any comments.

Answer: A,C

NEW QUESTION # 66

Which attribute sets the editability of a goal plan field when you assign a Team Goal?

- A. The cascade-update="push-down" attribute in field-definition
- B. The configurable="true" attribute in objective-sect
- C. The cascade-update="regular" attribute in field-definition
- D. The allow-group-goal="true" attribute in obj-plan-template

Answer: D

NEW QUESTION # 67

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed.

Which configuration is available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from others tab?

- A. Remove others-rating-tab-item-permission and include tab-item.refid="item-rating"
- B. Remove item-cmt-rating permission to hide the Unofficial User Rating
- C. Remove user-item-cmt-rating permission to hide the Unofficial User Rating
- D. Remove subject-item-rating permission to hide the Employee Rating

Answer: A,D

NEW QUESTION # 68

Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note:

There are 3 correct answers to this question.

- A. Provide coaching advice to your direct report in the 1:1 meeting.
- B. Add attachments to one of your activities.
- C. Send a channel invitation to your colleague to have regular 1:1 meetings.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Create a new development goal from your activities view.

Answer: B,D,E

NEW QUESTION # 69

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