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SAP C-THR82-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
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	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 4	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 5	Route Maps: SAP consultants explore the features of route maps in performance management. The topic provides steps to configure route maps, ensuring smooth workflows for performance forms and alignment with SuccessFactors processes.
Topic 6	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 7	Calibration: SAP consultants delve into the calibration process for performance evaluations. The topic outlines steps for configuring calibration settings, ensuring that performance assessments are unbiased and align with organizational goals.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q30-Q35):

NEW QUESTION # 30

Which of the following are supported actions for 360 Reviews that allow an administrator to manage in-progress forms?

Note: There are 2 correct answers to this question.

- A. Mass decline/complete forms
- B. Approve forms
- C. Restore completed forms
- D. Route forms to Signature Stage

Answer: A,C

NEW QUESTION # 31

Which of the following are available configurations in Manage Route Maps? Note: There are 2 correct answers to this question.

- A. Step Exit Reminder
- B. Hide Route Map on the Form
- C. Modify Form Route Map
- D. Enforce Start Date

Answer: A,D

NEW QUESTION # 32

Which of the following field types can be configured as custom fields in the goal plan? Note: There are 2 correct answers to this question.

- A. comment
- B. enum
- C. table
- D. textarea

Answer: B,D

NEW QUESTION # 33

In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved. Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. `<min-error-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-error-msg>`
- B. `<min-warning-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-warning-msg>`
- C. `<rater-cat-min-err-msg><![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></rater-cat-min-err-msg>`
- D. `<min-rater-count>8</min-rater-count>`
- E. `<min-rater-complete-count>8</min-rater-complete-count>`

Answer: A,B,C

NEW QUESTION # 34

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

Answer: B,D

NEW QUESTION # 35

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