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SAP C_THR82_2411 Exam Syllabus Topics:

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Topic	Details
Topic 1	<ul style="list-style-type: none"> • 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 2	<ul style="list-style-type: none"> • 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 3	<ul style="list-style-type: none"> • 360 Reviews: This topic equips SAP consultants with the knowledge to set up and manage 360-degree feedback processes. It emphasizes incorporating 360 reviews into broader performance strategies, enabling comprehensive assessments of employee contributions.
Topic 4	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q78-Q83):

NEW QUESTION # 78

What can an administrator do with the Launch Forms tool? Note: There are 3 correct answers to this question.

- A. Select employees based on filters.
- 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. Set specific form template dates for the forms being launched.

Answer: A,D,E

NEW QUESTION # 79

Where can you disable the external e-mail address option to collect feedback related to the Ask For Feedback functionality?

- A. In Performance Management Feature Settings
- B. In the form template XML with a specific tag
- C. In Provisioning Company Settings
- D. In Form Template Settings

Answer: D

NEW QUESTION # 80

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 Form Template Settings, enable Allow form creator to select anyone as the subject.

- D. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).

Answer: A,B

NEW QUESTION # 81

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.
- B. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score
- C. Define the Section Comments field as a required field for the role providing the final rating (like EM).
- D. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).

Answer: A

NEW QUESTION # 82

What can you do in the Feedback Received tab in the latest version of Continuous Feedback? Note: There are 2 correct answers to this question.

- A. Filter to only show feedback with a linked activity.
- B. Access the profile card to drill down into employee details.
- C. Decline a feedback request.
- D. Filter to only show feedback with a linked achievement.

Answer: A,B

NEW QUESTION # 83

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