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SAP C_THR82_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 5	• 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 (Q16-Q21):

NEW QUESTION # 16
How are competencies populated in the competency section of a form?
Note: There are 3 correct answers to this question.

- A. Administrators assign competencies to users from Admin Center.
- B. Managers assign Core Competencies to their direct reports from the Org Chart.
- C. Users add competencies manually in the form when the section is <configurable="true">
- D. Competencies mapped to the users' job roles by the administrator are visible in the Job Specific Competency section.
- E. Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML

Answer: C,D,E

NEW QUESTION # 17
Which of the following are unique behaviors in the latest version of Goal Management? Note: There are 3 correct answers to this question.

- A. The background style for the status field is supported, in both RGB and HEX.
- B. The Trigger Completion configuration is available in the Status field.
- C. The Group Goals 2.0 version is the only one supported to create group goals.
- D. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- E. Textarea fields, such as metric or comments must have a max-length of less than 1000 characters.

Answer: B,D,E

NEW QUESTION # 18
Which of the following are possible in the Ask for Feedback feature? Note: There are 2 correct answers to this question.

- A. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.
- B. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- C. The Ask for Feedback system label button can be customized from Text Replacement.
- D. Ask for Feedback is a global setting that CANNOT be disabled at the form template level.

Answer: A,B

NEW QUESTION # 19
What can an administrator do to a competency from the front end?
Note: There are 2 correct answers to this question.

- A. Associate a competency with an achievement.
- B. Edit the competency description.
- C. Remove a job-specific competency from an existing form.
- D. Mark the competency as core.

Answer: B,D

NEW QUESTION # 20
Which of the following apply to the Rater section? Note: There are 2 correct answers to this question.

- A. Custom roles CANNOT be included as participants.
- B. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- C. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- D. Categories can always be removed if the user has permissions to edit the section.

Answer: B,C

NEW QUESTION # 21
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