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SAP C-THR82-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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	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 6	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q39-Q44):

NEW QUESTION # 39

What attribute do you insert at the beginning of each label tag to make translations active for that label in the form XML?

- A. messageKey=
- B. messagekey=
- C. msgkey=
- D. msgKey=

Answer: D

NEW QUESTION # 40

Which rating is the rating of record in a Performance Management template configured with a Performance/Potential summary, an Overall summary, and a Customized Weighted Rating summary?

- A. The calculated rating from the Overall Summary section
- B. The manual rating from Customized Weighted Rating section

- C. The manual rating from Performance/Potential summary
- D. The manual rating from the Overall Summary section

Answer: B,D

NEW QUESTION # 41

A user is uploading attachments to activities in continuous performance management (CPM). Which of the following are possible?

Note: There are 2 correct answers to this question.

- A. The user can upload attachments to activities in both legacy and latest CPM versions.
- B. The user can only download an attachment they have previously uploaded.
- C. The user can upload an attachment to their own activity or to an activity created on their behalf.
- D. The user can upload a maximum of 5 attachments per activity.

Answer: C,D

NEW QUESTION # 42

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

Answer: A,B

NEW QUESTION # 43

You are calibrating overall ratings using performance as data source.

What are some of the requirements for the Calibration Session to be successfully validated? Note: There are 3 correct answers to this question.

- A. All the subjects' review forms must be at the calibration step in the route map.
- B. The Calibration Session planned activation date must be defined.
- C. The subject(s) of the Calibration Session must be defined.
- D. The calibration template to be used in the Calibration Session must be specified.
- E. The location of the Calibration Session must be specified.

Answer: A,C,D

NEW QUESTION # 44

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