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## SAP C\_THR82\_2411 Certification Exam Syllabus and Exam Questions

SAP C\_THR82\_2411 Exam Guide

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## SAP C\_THR82\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q45-Q50):

### NEW QUESTION # 45

You are editing the global settings in the goal plan template GMv12 version. The following settings are made: share-confirm="true" and unshare-confirm="true". How would you expect the system to behave?

- A. When you change the visibility of a goal, a notification appears.
- B. When the goal completion is set to 100%, a notification appears.
- C. When the visibility of a goal is set to private, a notification does NOT appear.
- D. When you share/unshare a team goal with another manager, a notification appears.

**Answer: D**

### NEW QUESTION # 46

Which of the following limits are enforced in the Goal Plan template? Note: There are 2 correct answers to this question.

- A. min-goals
- B. max-weight-per-obj
- C. max-weight
- D. min-weight-per-obj

**Answer: B,D**

### NEW QUESTION # 47

What is the purpose of the user-defined step in a single-step route map?

- A. To split the sections of the form and send each of them to different users for validation
- **B. To ensure all performance forms are routed to the same user in that step**
- C. To make sure the form comes back to the user's inbox at the end of the workflow
- D. To assign the form to a group of people

**Answer: B**

#### **NEW QUESTION # 48**

You are configuring hidden-threshold="2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters? Note: There are 2 correct answers to this question.

- **A. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.**
- B. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- C. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.
- **D. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.**

**Answer: A,D**

#### **NEW QUESTION # 49**

Where can you add and update translations for section name and description in a 360 Review form?

Note: There are 2 correct answers to this question.

- A. In Add the msgKey in Manage Templates
- **B. In Add the Translations in the Import Form Label Translations CSV file**
- **C. In Reference the msgKey in the XML template**
- D. In Add the Translations in Manage Languages

**Answer: B,C**

#### **NEW QUESTION # 50**

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