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SAP C-THR82-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	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.
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	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 5	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 6	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 7	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 8	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 (Q39-Q44):

NEW QUESTION # 39

Which of the following are available configurations in Manage Route Maps?

Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 40

Where can you assign a job code to an employee in the front end? Note: There are 2 correct answers to this question.

- A. In Manage Job Roles
- B. In Manage Users
- C. In Employee Import
- D. In Configure Employee Files

Answer: A,B

NEW QUESTION # 41

What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct answers to this question.

- A. The administrator can delete only feedback given or received by active users.
- B. The administrator can access all information, including feedback content from others.
- C. The administrator can only delete feedback given in the last three months.
- D. The administrator CANNOT restore feedback once the feedback is deleted.

Answer: A,D

NEW QUESTION # 42

What happens when you use Auto-Populate in the Goal Section of the Performance Management Form? Note: There are 2 correct answers to this question.

- A. A goal deleted from the Goal Plan will still appear with a message "no longer exists on goal plan" in the Performance Management Form
- B. A goal deleted from the Goal Plan will also be deleted from the Performance Management Form
- C. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form
- D. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form

Answer: A,C

NEW QUESTION # 43

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

NEW QUESTION # 44

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