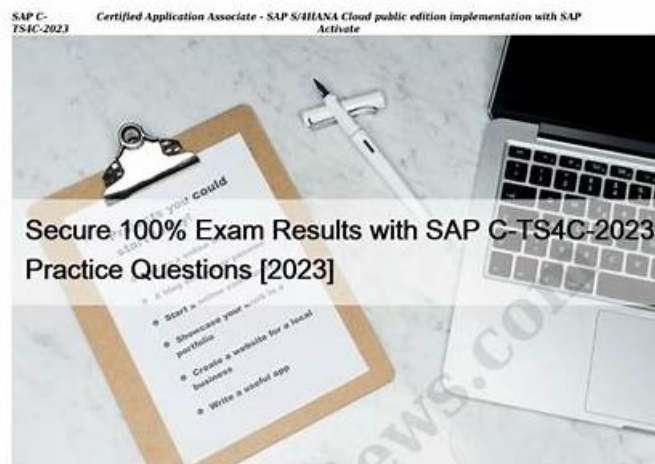


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Topic	Details
Topic 1	Continuous Performance Management (CPM): The topic covers enabling CPM features within the system, providing an overview of its functionalities and benefits. SAP consultants learn to incorporate continuous feedback and goal tracking into the SuccessFactors framework, promoting a culture of ongoing performance improvement.

Topic 2	• 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 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	• 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 5	• 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 6	• 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 7	• 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 8	• 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 9	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q55-Q60):

NEW QUESTION # 55

Which of the following are options in the Review Information section of the performance form? Note: There are 2 correct answers to this question.

- A. Custom elements can be added.
- B. Only fixed dates set at form template level can be made editable in the section.
- C. Review dates are hard-coded from Form Template Settings.
- D. This section type is generally disabled for end users.

Answer: C,D

NEW QUESTION # 56

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

Answer: A,C

NEW QUESTION # 57

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

Answer: D

NEW QUESTION # 58

What can users do with a form during a collaborative route map step?

- **A. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.**
- B. The form can be sent to another user with the Get Feedback button.
- C. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- D. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.

Answer: A

NEW QUESTION # 59

Which of the following can a manager use from the Team Overview tab? Note: There are 3 correct answers to this question.

- A. The Stack Ranker, to evaluate objectives and skills for their direct reports
- **B. The Ask for Feedback button, to send an e-mail to internal or external users**
- C. The Get Feedback feature, to collect additional comments on the form
- **D. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it**
- **E. The Stack Ranker, to evaluate competencies and skills for their direct reports**

Answer: B,D,E

NEW QUESTION # 60

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals (C-THR82-2411) examination is necessary for career advancement, therefore, doing your best to prepare for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals (C-THR82-2411) certification exam is essential. To succeed on the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals (C-THR82-2411) exam, you require a specific SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals (C-THR82-2411) exam environment to practice. But before settling on any one method, you make sure that it addresses their specific concerns about the C-THR82-2411 Exam, such as whether or not the platform they are joining will aid them in passing the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals (C-THR82-2411) exam on

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