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SAP C_THR82_2411 Certification Exam Syllabus and Exam Questions

SAP C_THR82_2411 Exam Guide

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Practicing under these situations helps to kill SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals (C_THR82_2411) exam anxiety. Questions in desktop-based mock exams are identical to the real ones. Our practice exams give you options to change their durations and questions' numbers to polish your skills. You can easily assess your readiness with the assistance of results produced by the practice exam.

SAP C_THR82_2411 Exam Syllabus Topics:

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	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	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 4	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 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	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 7	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 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	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q72-Q77):

NEW QUESTION # 72

Where can you export and import translations of a performance form in Admin Center?

- A. In Manage Form Label Translations
- B. In Text Replacement
- C. In Import Translations
- D. In Manage Languages

Answer: A

NEW QUESTION # 73

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. IDoc
- C. SOAP
- D. OData

Answer: C,D

NEW QUESTION # 74

In what scenario would you use the Get Feedback function on a performance form?

- A. When you want to collect feedback from different users via e-mail
- B. When you want to send the actual form to another user in an existing step so ratings and/or comments can be added to the form
- C. When you want to send the actual form to another user in the Signature stage so ratings and/or comments can be added to the form
- D. When you want to send the actual form to another user in a new user-defined step so ratings and/or comments can be added to the form

Answer: B

NEW QUESTION # 75

In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved. Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. <min-rater-count>8</min-rater-count>
- B. <min-rater-complete-count>8</min-rater-complete-count>
- C. <rater-cat-min-err-msg>![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></rater-cat-min-err-msg>
- D. <min-error-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-error-msg>
- E. <min-warning-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-warning-msg>

Answer: C,D,E

NEW QUESTION # 76

Which of the following are unique Edit Form Attributes options in 360 Reviews? Note: There are 2 correct answers to this question.

- A. Recall enabled
- B. Show section weights
- C. Enable Development Plan Integration
- D. Lock down section weights

Answer: A,D

NEW QUESTION # 77

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