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**Exam** : **C\_THR82\_2011**

**Title** : SAP Certified Application  
Associate - SAP SuccessFactors  
Performance and Goal  
Management 1H/2020

**Vendor** : SAP

**Version** : DEMO

**NO.1** Your customer has part time employees. What do you configure in the system to have it calculate the compa-ratio, range penetration, current salary and adjusted salary ranges?

Please choose the correct answer.

Response:

- A.** Add the standard FTE field to the compensation plan template.
- B.** Set the XML tag "isActualSalaryImported" to TRUE in the compensation plan template.
- C.** Set COMPENSATION\_SAL\_RATE\_TYPE in the user data file (UDF) to FULL\_TIME or PART\_TIME
- D.** Set SALARY\_PRORATING in the user data file (UDF) to the percent that the employees work full time.

**Answer:** A

**NO.2** How can you map competencies to job roles?

There are 2 correct answers to this question.

Response:

- A.** Manually map competencies to job roles in admin tools.
- B.** Allow users to map competencies to job roles while adding competencies in the performance form.
- C.** Hard code the competency mappings to job roles in the performance form XML.
- D.** Import a CSV file with the competency mappings to job roles in admin tools.

**Answer:** A,B

**NO.3** What issues can you face if the GM-PM sync up option is NOT enabled? (2 Answers)

- A.** List of assigned competencies might NOT be updated after a change of job code if performance forms are NOT opened
- B.** Employee information section will never get updated after form launch if performance forms are not opened after a modification
- C.** Performance management reports might include expired goal management data if performance forms are NOT opened since the last change
- D.** Variable pay will NOT be able to get the up-to-date goal management data if performance forms are not opened since the last modification

**Answer:** A,B

**NO.4** In the user data file (UDF), what can you populate in the column COMPENSATION\_SALARY\_RATE\_UNITS?

Please choose the correct answer.

Response:

- A.** 8.3%
- B.** MONTHLY
- C.** \$6,500
- D.** 12

**Answer:** D

**NO.5** What are the options for the introduction section in the Performance management form. (2 Answers)

- A. You can create multiple sections of type introduction
- B. You can edit using XML or Admin Center
- C. You can only edit using XML
- D. You can include Hiperlinks

**Answer:** B,D

**NO.6** How can you configure introduction section of a Performance Management form?

There are 3 correct answers to this question.

Response:

- A. You can create one section of type introduction.
- B. You can include hyperlinks.
- C. You can edit using XML or admin tools.
- D. You can only edit using xml.
- E. You can create multiple section of type introduction.

**Answer:** A,B,C

**NO.7** Which of the following attributes are common elements in both a goal and competency section?

There are 3 correct answers to this question.

Response:

- A. No-weight
- B. Rating-opt
- C. Auto sync
- D. Configurable
- E. Auto-pop-weights

**Answer:** A,B,D

**NO.8** Your client wants a graphical representation of performance distribution data in the Metrics section of a compensation worksheet. How can you achieve this?

There are 3 correct answers.

Response:

- A. Add the SuccessStore standard compensation salary widget in the Admin Tools.
- B. Select the 'Enable YouCalc widget on compensation form' option in Provisioning.
- C. Upload the standard compensation salary widget epix file in the Admin Tools.
- D. Add the <como-youcalc-application> tag to the compensation plan template XML.
- E. Use the standard pivot query reporting for compensation.

**Answer:** B,C,D

**NO.9** How many rating scales can you use in a performance form?. (1 Answer)

- A. An unlimited number using an if-then rule in the XML
- B. One per form
- C. One per retable section
- D. One per retabel item

**Answer:** C

**NO.10** You want to prevent planners from entering a negative merit increase in the compensation worksheet. Which configuration steps must you perform?

Please choose the correct answer.

Response:

- A.** Enable a hard limit stop for the minimum merit guideline in Admin Tools. Set the minimum value to 0 for all guideline formulas.
- B.** Create a guideline rule with the High/Low Action option set to Allow in Admin Tools. Define each guideline formula with default value of 0
- C.** Create a guideline rule with the Force Default On Rating Change option set to Yes in Admin Tools. Delete the <comp-guideline-pattern> in the form template XML.
- D.** Select the Enable Guideline Optimization setting in Admin Tools. Delete the <comp-guideline-pattern> in the form template XML.

**Answer:** A

**NO.11** You want an administrator that is excluded from the route map to make compensation recommendations. What feature allows this?

Please choose the correct answer.

Response:

- A.** New compensation worksheet
- B.** Ad hoc reporting
- C.** Executive review
- D.** Compensation profile

**Answer:** C

**NO.12** What permissions can be given to facilitators for approved sessions? Note: There are 3 correct answers to this question.

- A.** Delete
- B.** Finalize
- C.** Write
- D.** Read
- E.** Export

**Answer:** A,B,C

**NO.13** During testing, it is noticed that a field is missing from the goal plan. The XML template seems to be correct. What else you should check?

Please choose the correct answer.

Response:

- A.** Administrative Privileges
- B.** The provisioning settings.
- C.** Role Based Permissions
- D.** Legacy permissions

**Answer:** C

**NO.14** Which of the following features should be configured when using the Goal Execution Status report?

There are 3 correct answers to this question.

Response:

- A. Goal execution e-mail notification template.
- B. Goal execution settings in admin tools.
- C. Configure private goal permission for use with goal execution.
- D. Goal management transfer wizard.
- E. Goal execution field definitions.

**Answer:** A,B,E

**NO.15** What does the reject button do?

Please choose the correct answer.

Response:

- A. It deletes the form from the completed inbox.
- B. It deletes the form from the In progress inbox.
- C. It sends form to the step prior to the current step.
- D. It sends form from a signature step to the last modify step.

**Answer:** D

**NO.16** What can you do in admin center -> Form template settings. (2 Answers)

- A. Delete a template
- B. Download the latest XML file of a template
- C. Update an XML file in order to create a new template
- D. Upload an XML file in order to update an existing template

**Answer:** B,C

**NO.17** Where can permissions to access the Detailed 360 Reports be defined? Please choose the correct answer.

- A. Manage Permission Roles
- B. Form Template Settings
- C. Security Permission Reports
- D. Manage Permission Groups

**Answer:** B

**NO.18** When launching forms from "Launch Forms" in Admin Center, there are three options to define the launch date. Which of the following is NOT an option when defining the launch date?

Please choose the correct answer.

- A. One-time > Tomorrow
- B. One-time > Now
- C. Recurring Schedule
- D. One-time > Later

**Answer:** A