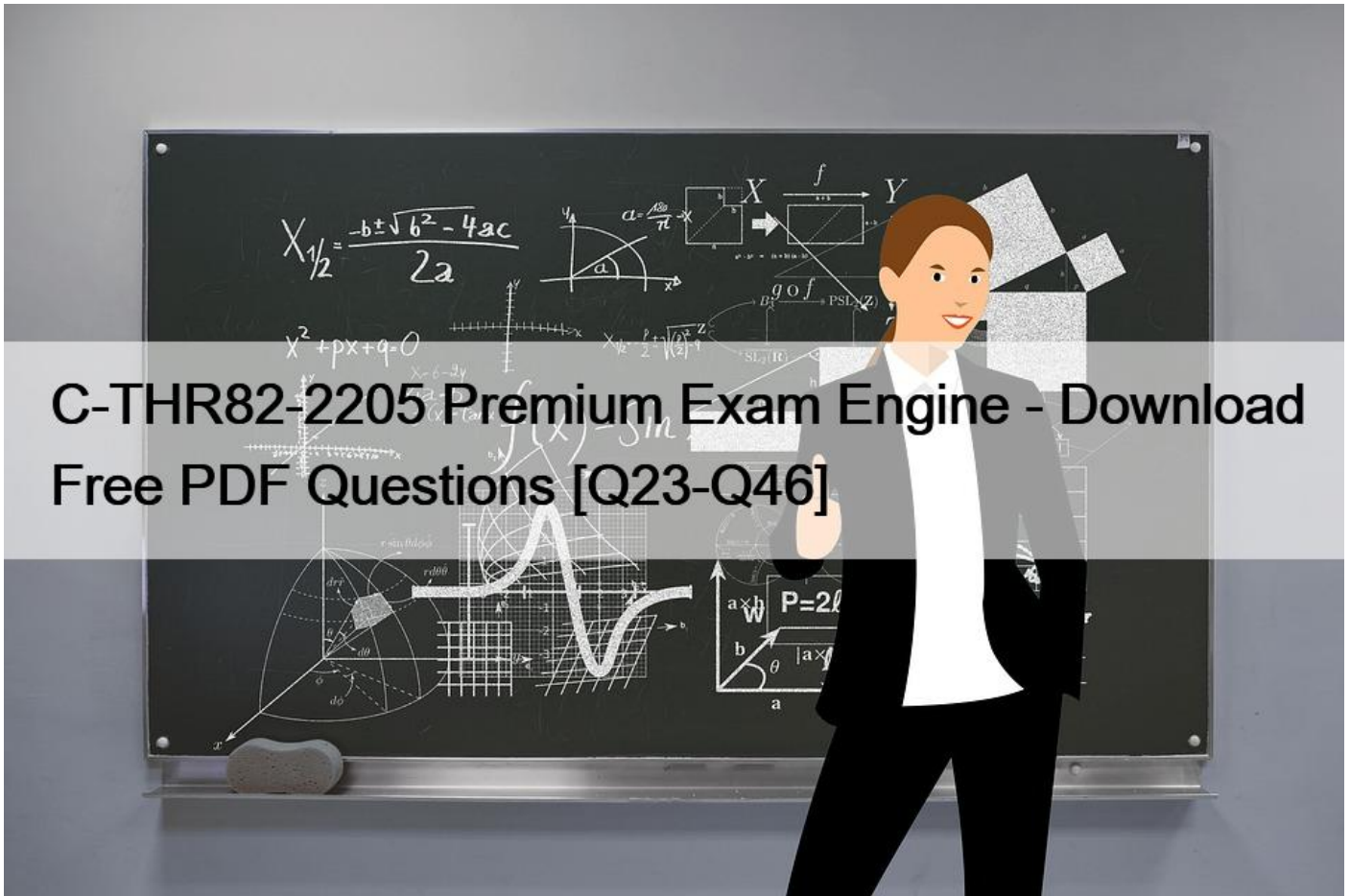


## C-THR82-2205 Premium Exam Engine - Download Free PDF Questions [Q23-Q46]



### C-THR82-2205 Premium Exam Engine - Download Free PDF Questions Instant Download C-THR82-2205 Free Updated Test Dumps QUESTION 23

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

Note: There are 2 correct answers to this question.

- \* Modify Form Route Map
- \* Hide Route Map on the Form
- \* Step Exit Reminder
- \* Enforce Start Date

### QUESTION 24

Which of the following options in 360 Reviews can be controlled from Form Template Settings?

Note: There are 2 correct answers to this question.

- \* Allow managers to select external raters themselves.

- \* Hide the Decline to Participate button on the 360 form.
- \* Remove participants after 360 evaluation starts.
- \* Hide rater identities for specific roles and steps in named 360 Reviews.

### QUESTION 25

Which options are available in Form Template Settings to change in-progress forms?

Note: There are 2 correct answers to this question.

- \* Hide numeric rating values (only show text labels)
- \* Display circle icon as rating
- \* Enable Delete button
- \* Disable Delete button

### QUESTION 26

Which of the following options are new enhancements in 360 Reviews, SAP Fiori Version that are NOT available in v11?

Note: There are 2 correct answers to this question.

- \* Form Autosave
- \* Circle or Star Rating
- \* Stack Ranker 360 form history
- \* EZ Rater

### QUESTION 27

Where can you disable the external e-mail address pertaining to the Ask For Feedback functionality?

- \* Provisioning -> Company Settings
- \* Admin Center -> Performance Management -> Form Template Settings
- \* In the form template XML with a specific tag
- \* Admin Center -> Performance Management -> Performance Management Feature Settings

### QUESTION 28

What can you do with the Beta Goal Import feature?

Note: There are 3 correct answers to this question.

- \* Align goals.
- \* Update goals.
- \* Transfer existing goals between employees.
- \* Delete goals.
- \* Delete goal comments.

### QUESTION 29

Your customer wants to change the default labels in the Summary section, for both Manual Overall Rating and Calculated Overall Rating. Where can the customer do this?

Note: There are 2 correct answers to this question.

- \* In Manage Templates > Choose an alternate label for the rating field

- \* In XML <calc-summary-rating-label>
- \* In XML <overall-rating-label>
- \* In XML <calc-rating-label>

### QUESTION 30

What does the "Enable force route button in validation step; calibration feature do?

- \* Automatically routes forms to the next step in the route map after a Calibration Session is finalized
- \* Automatically populates valid participants and subjects based on the Calibration Session owner
- \* Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session
- \* Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session

### QUESTION 31

When will ratings be displayed as a drop-down list?

Note: There are 3 correct answers to this question.

- \* When hiding numeric values
- \* When showing numeric values
- \* When using rating scales below 5 points
- \* When using matrix grid rating scales
- \* When using rating scales over 5 points

### QUESTION 32

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.

- \* Executive review
- \* Dashboard view
- \* List view
- \* Matrix Grid view
- \* Bin view

### QUESTION 33

The standard goal plan template includes four goal categories. Your customer wants to use only three of the standard categories. How do you delete a goal category from the goal plan template?

Note: There are 2 correct answers to this question.

- \* Remove the permission to view the category in the goal plan XML template.
- \* Delete all the code for the unwanted category from the goal plan XML template.
- \* Choose the Delete icon next to the category name in Admin Center -> Manage Templates.
- \* Delete the Plan Layout section from the goal plan XML template.

### QUESTION 34

What do you need to do to configure a manager's ability to lock an employee's goal plan in Goal Management?

Note: There are 3 correct answers to this question.

- \* Define <obj-plan-states> in the goal plan template XML.
- \* Add <permission for=&#8221;change-state&#8221;> to the Manager in the goal plan template XML.
- \* Add the &#8220;obj-edit&#8221; in a performance form template XML.
- \* Give the manager permission to access the employee&#8217;s goal plan template in Role-Based Permissions.
- \* Configure the <plan-layout> to include switch buttons.

### QUESTION 35

You are editing the global settings in the goal plan template. The following settings are made:share-confirm=&#8221;true&#8221; and unshare-confirm=&#8221;true&#8221;. How would you expect the system to behave?

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

### QUESTION 36

Which of the following are unique admin actions for 360 Reviews that are NOT available in performance forms?

Note: There are 3 correct answers to this question.

- \* Change participant category.
- \* Restore completed forms.
- \* Change form dates.
- \* Restore deleted forms.
- \* Mass decline forms.

### QUESTION 37

What happens if you freeze the Job Title field in the Employee Information section of the performance management form template?

- \* The job title on the form will NOT update if the employee data is updated while the form is in progress.
- \* The job title on the form will update if the employee data is updated while the form is in progress.
- \* The job title on the form will be hidden if the employee data is updated while the form is in progress.
- \* If the employee data is updated while the form is in progress, the job title will update but the job role will NOT be updated.

### QUESTION 38

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?

Note: There are 2 correct answers to this question.

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

### QUESTION 39

Which of the following are possible for the manager-initiated Calibration Sessions?

Note: There are 2 correct answers to this question.

- \* Direct reports can be added as participants.
- \* Direct reports can be added as subjects.
- \* Calibration views can be modified by managers.
- \* Default facilitator(s) CANNOT be changed.

#### QUESTION 40

Which of the following are best practices to implement translation projects?

Note: There are 2 correct answers to this question.

- \* Validate the translations in the test instance before copying to the production instance.
- \* Maintain separate workbooks for each language to be implemented.
- \* Make sure the implementation consultant is the one responsible for the master file with the latest updates.
- \* Require configuration sign-off from the customer before beginning the translation work.

#### QUESTION 41

Which of the following applies to the Employee Information section?

- \* Custom elements can be included.
- \* First Name and Last Name CANNOT be removed.
- \* Elements CANNOT be reordered.
- \* New elements will become visible in the display options in Manage Templates.

#### QUESTION 42

What is enabled when you configure the Reject button?

Note: There are 2 correct answers to this question.

- \* Forms can be routed to the previous step in the modify stage.
- \* Managers can recall the form from the signature step in Team Overview.
- \* Administrators can route the form.
- \* Users can reject the form in the signature step and send it back to be edited.

#### QUESTION 43

What can you do in the Feedback Received tab in the latest version of Continuous Feedback?

Note: There are 2 correct answers to this question.

- \* Access the profile card to drill down into employee details.
- \* Decline a feedback request.
- \* Filter to only show feedback with a linked activity.
- \* Filter to only show feedback with a linked achievement.

#### QUESTION 44

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

- \* Custom roles CANNOT be included as participants.
- \* Categories can always be removed if the user has permissions to edit the section.

- \* The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- \* Warning or error messages can be defined if the total number of participants is exceeded or NOT met.

#### QUESTION 45

You are planning to use rating-opt=1; for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box. Which of the following fields should you consider when defining field permissions for this section?

Note: There are 2 correct answers to this question.

- \* item-rating
- \* subject-item-rating
- \* item-cmt-rating
- \* manual-rating

#### QUESTION 46

What is the purpose of the Coaching Advisor/Give Advice functionality?

Note: There are 2 correct answers to this question.

- \* To give a user information on how to strengthen a competency
- \* To give a user developmental suggestions
- \* To give a user guidance to create SMART goals
- \* To give a user an overall performance rating based on calculations

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