



# SAP

## C\_THR82\_2005 Exam

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

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# Version: 11.0

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**Question: 1**

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Which of the following options are benefits of Calibration with SAP Success Factors?  
There are 3 correct answers to this question.

- A. Gather competency ratings from peers, direct reports, management and self
- B. Identify true top performers
- C. Improve performance insight
- D. Assess performance objectively

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**Answer: B C D**

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**Question: 2**

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In the Competency Feedback section, use the drop-down menus to rate the employee's performance on each competency listed. Which of the following are included in the Competency Feedback section? There are 2 correct answers for given question

- A. Job specific competencies define 'how' we should work together to accomplish our objectives
- B. Job specific competencies define 'how' organization should work together to accomplish our objectives
- C. Core values define core competencies of employer that are essential to the achievement of the organization's business objectives
- D. Core values define core competencies that are essential to the achievement of the organization's business objectives

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**Answer: A D**

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**Question: 3**

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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.

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

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**Answer: C**

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**Question: 4**

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What can you do when you have configured send back button?

- A. Forms can be routed to any system user for feedback.
- B. Users reject form in signature step and send back for edit.
- C. Forms can be routed to previous step in route map.
- D. Admin can route form.

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**Answer: C**

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**Question: 6**

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Where in Admin Center can multiple calibration sessions be created at once with a CSV file? Please choose the correct answer.

- A. Manage Calibration Templates
- B. Mass Create Calibration Sessions
- C. Manage Calibration Settings
- D. Manage Calibration Session

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**Answer: B**

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**Question: 5**

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Which of the following actions can be made for a competency in a competency library? Select all that apply.

- A. Delete a Competency
- B. Download
- C. Change the Competency Status
- D. Move to Another Category

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**Answer: A B C D**

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**Question: 6**

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Which of the following roles does the calibration tool use to assign different responsibilities to those in the calibration process?

Note: There are 3 correct answers to this question

- A. Participant
- B. Originator
- C. Owner Facilitator
- D. Employee

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**Answer: A C D**

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**Question: 7**

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When do you use the "Add Existing Goal" button?  
There are 2 correct answers to this question.

- A. When the autosync attribute is set to true
- B. When the autosync attribute is set to false
- C. When the configurable attribute is set to true
- D. When the configurable attribute is set to false

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**Answer: B C**

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**Question: 8**

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Which of following does not include into key benefits of Continuous Performance Management (CPM)? Please choose the correct answer.

- A. Links activities on your key performance activities
- B. Better tracking of things you work on
- C. Structured and meaningful one on one discussion
- D. Helps managers coach their team member

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**Answer: A**

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**Question: 9**

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What permissions can be given to facilitators for approved sessions? Note:  
There are 3 correct answers to this question

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

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**Answer: A B C**

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**Question: 10**

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Select the option that best fits this description: A tab on the Calibration Template that consists of two fields where you name the template and select the performance evaluation period that will be calibrated

- A. Views
- B. Executive View
- C. Data
- D. Basic Info
- E. Advanced

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**Answer: D**

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