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Question 1

Question Type: MultipleChoice

What can an administrator do to a competency from the front end?Note: There are 2 correct answers to this question.

Options:

- A- Remove a job-specific competency from an existing form.
- B- Associate a competency with an achievement.
- C- Mark the competency as core.
- D- Edit the competency description.

Answer:

C, D

Question 2

Question Type: MultipleChoice

What are some capabilities of the latest version of Goal Management? Note; There are 3 correct answers to this question.

Options:

- A-** A CSV header can be generated from the Goal Plan to import goals.
- B-** Spell Check and Legal Scan can be used in text and textarea fields.
- C-** Users can manage Milestones for personal and team goals.
- D-** Personal Goals, up to 10 at a time, can be added from a Goal Library.
- E-** Now and previous values of the changed fields are logged in the Audit History

Answer:

B, C, E

Question 3

Question Type: MultipleChoice

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management? Note: There are 3 correct answers to this question.

Options:

- A- Add < permission for=
- B- Configure the to include switch buttons.
- C- Add the 'obj-edit' in a performance form template XML.
- D- Define <obj-plan-states> in the goal plan template XML.
- E- Give the direct manager permission to access the employee

Answer:

A, D, E

Question 4

Question Type: MultipleChoice

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

Note: There are 2 correct answers to this question.

Options:

- A- To give a user information on how to strengthen a competency
- B- To give a user developmental suggestions
- C- To give a user guidance to create SMART goals
- D- To give a user an overall performance rating based on calculations

Answer:

A, B

Question 5

Question Type: MultipleChoice

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.

Options:

A- <min-rater-count>8</min-rater-count>

B- {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}

C- <min-rater-complete-count>8</min-rater-complete-count>

D- {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}

E- {min-warning-msg}{![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum LJ number of [[EXPECTED_COUNT]]]}{/min-warning-msg}

Answer:

A, B, D

Question 6

Question Type: MultipleChoice

What action does the following XML code allow a manager to perform from their goal plan? {permission for="cascade-push"} {role-name} {![CDATA[EM +]]}{/role-name} {/permission}

Options:

- A-** A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- B-** A manager can cascade goals to all employees in their reporting chain.
- C-** A manager can cascade goals to their manager's goal plan.
- D-** A manager can cascade a goal from their direct report's goal plan.

Answer:

A

Question 7

Question Type: MultipleChoice

You are configuring hidden-threshold = "2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters?

Note: There are 2 correct answers to this question.

Options:

- A-** The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- B-** The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.
- C-** The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 L1 Report.
- D-** The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.

Answer:

C, D

Question 8

Question Type: MultipleChoice

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

Options:

- A-** In Manage Languages
- B-** In Text Replacement

C- In Import Translations

D- In Manage Form Label Translations

Answer:

D

Question 9

Question Type: MultipleChoice

Which of the following are options in the Review Information section of the performance form?

Note: There are 2 correct answers to this question.

Options:

A- Only fixed dates set at form template level can be made editable in the section.

B- Custom elements can be added.

C- Review dates are hard-coded from Form Template Settings.

D- This section type is generally disabled for end users.

Answer:

C, D

Question 10

Question Type: MultipleChoice

What happens when goal numbering is allowed in the goal plan?

Options:

- A-** Users can display the total goal count in the goal plan.
- B-** Users can move a goal out of one plan and into another.
- C-** Users can move a goal up and down in the goal plan.
- D-** Users can indent and outdent goals to one or more levels.

Answer:

A

Question 11

Question Type: MultipleChoice

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.

Options:

- A-** Change participant category.
- B-** Restore completed forms.
- C-** Change form dates.
- D-** Restore deleted forms.
- E-** Mass decline forms.

Answer:

A, B, E

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