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Exam : **C-THR83-1702**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Recruiting Management
Q1/2017

Vendor : SAP

Version : DEMO

NO.1 Where is legal scan enabled in a Performance Management form?

Please choose the correct answer.

Response:

- A. In the PM XML template
- B. In Admin tools -> Legal Scan Library
- C. In Admin tools -> Legal Scan Library import
- D. In Admin tools -> Manage Templates -> Advanced settings

Answer: D

NO.2 Your customer wants employees to copy goals from a prior plan in to their current goal plan?

What button do you enable to implement this requirement?

Please choose the correct answer.

Response:

- A. Add goal
- B. Mass assign
- C. TGM/CDP objective transfer wizard
- D. SMART Goal wizard

Answer: C

NO.3 How do you display and synchronize an employee's goals with their performance form automatically?

Please choose the correct answer.

Choose one:

- A. Enable auto synchronization in Provisioning -> Company Settings -> Synchronize instance -> configurations.
- B. Reference the form template ID in the goal plan template XML.
- C. Set the obj-sect-type element to plan and set the auto-synchronization attribute to true in the form template XML.
- D. Set the obj-sect-type element to custom and set the auto synchronization attribute to true in the form template XML.

Answer: C

NO.4 Which permission codes allow an Employee and Manager to edit the goal name field?

There are 2 correct answers to this question.

Response:

A.

```
< field-permission type="write">  
< description><![CDATA[]]></description>  
< role-name><![CDATA[E]]></role-name>  
< role-name><![CDATA[EM]]></role-name>  
< field refid="name"/>  
< /field-permission>
```

B.

```
< field-permission type="write">  
< description><![CDATA[]]></description>  
< role-name><![CDATA[E]]></role-name>  
< role-name><![CDATA[EM+]]></role-name>
```

```
< field refid="name"/>
< /field-permission>
```

C.

```
< field-permission type="write">
< description><![CDATA[]]></description>
< role-name><![CDATA[ED]]></role-name>
< role-name><![CDATA[EMM]]></role-name>
< field refid="name"/>
< /field-permission>
```

D.

```
< field-permission type="write">
< description><![CDATA[]]></description>
< role-name><![CDATA[E]]></role-name>
< role-name><![CDATA[EMD]]></role-name>
< field refid="name"/>
< /field-permission>
```

Answer: A,B

NO.5 Your customer is using one goal section and one competency section. The customer displays section weights in the performance review form which is equally important. Based on the requirement and best practices, what weights do you assign to the sections?

Please choose the correct answer.

Response:

- A.** Goal section 25%, Competency section 25%
- B.** Goal section 50%, Competency section 50%
- C.** Goal section 100%, Competency section 100%
- D.** Goal section 0%, competency section 0%

Answer: B

NO.6 How can you map competencies to job roles?

There are 2 correct answers to this question.

Response:

- A.** Import a CSV file with the competency mappings 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.** Manually map competencies to job roles in admin tools.

Answer: B,D

NO.7 What can you do with the goal import feature?

There are 3 correct answers to this question.

Response:

- A.** Add goals
- B.** Import the user's goals from another goal plan.
- C.** Update goals
- D.** Delete a group goal from a goal plan.
- E.** Ask a goal owner for a status update

Answer: A,B,C

NO.8 Your customer wants the Customer service category to appear as the first option in the goal plan for all new goals. How do you configure this?

Please choose the correct answer.

Response:

- A.** Configure the default category in the goal execution settings.
- B.** Import a Customer service goal for all users.
- C.** Configure Customer service as the default category in the goal plan template XML.
- D.** Configure the customer service category last in the list of categories in the goal plan template XML.

Answer: B