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Exam : **C-THR82-1411**

Title : SAP Certified Application
Consultant - SuccessFactors
Performance and Goals

Vendor : SAP

Version : DEMO

NO.1 What happens when you define a calibration session owner?

Please choose the correct answer.

Response:

- A. The reporting chain of the owner can automatically populate session participants and subjects.
- B. The calibration session can be assigned to only one owner.
- C. The calibration template and session name are defined by the owner.
- D. The owner can view their Calibration data on the Executive Review tab.

Answer: A

NO.2 In Provisioning for your customer's instance you select the 'Assign default required field values for new user if none specified' option. You want to import a compensation-specific user data file (UDF). Which columns are required?

There are 2 correct answers

Response:

- A. STATUS
- B. USERNAME
- C. USERID
- D. MANAGER

Answer: A,C

NO.3 What does the get feedback button do? There are 2 correct answers to this question. Response:

- A. It allows rater to send an email request to one or more individuals at the same time.
- B. It allows the rater to send the entire form to a user outside of the route map.
- C. It allows the form to be sent to more than one individual at a time.
- D. It allows a user to rate and/or comment on the form.

Answer: B,D

NO.4 What does the 'enable force route button in validation step' in calibration feature do?

Please choose the correct answer.

Response:

- A. Moves the form out of the calibration step and on to the next step of the route map.
- B. This option gives facilitators to push forms to the next route map step by showing the Force Route button on the validation page to push forms to the calibration step, after calibration session finalization.
- C. Automatically route forms on the session finalization.
- D. Enables guidelines enforcement on the manage calibration templates.

Answer: B

NO.5 When would you create budget groups? There are 2 correct answers. Response:

- A. When a customer wants group assignments to change dynamically
- B. When a customer requires a cascading budget
- C. When a customer requires different budget strategies for each location
- D. When a customer requires different guidelines ranges for each department.

Answer: C,D

NO.6 After Goal Execution is enabled in Provisioning, which goal plan(s) can use this functionality?

Please choose the correct answer.

Response:

- A. The goal plan(s) set to Active in provisioning.
- B. All goal plans that include the unique goal execution fields in the goal plan template.
- C. The goal plan selected in Admin tools -> Goal Execution settings
- D. The default goal plan in Provisioning.

Answer: C

NO.7 You want to display the percentage of employees in each pay grade who are eligible to receive a stock grant.

Which of the following activities must you perform to do this?

Please choose the correct answer.

Response:

- A. Upload a stock participation guideline table CSV file in the Admin Tools.
- B. Create an eligibility engine rule in the Admin Tools which defines stock eligibility by pay grade.
- C. Create a custom stock field with a formula that calculates stock grant percentages per pay grade.
- D. Import the value TRUE in the STOCK_UNITS_ELIGIBLE column of the user data file (UDF) for users with eligible pay grades.

Answer: A

NO.8 Using role-based permission (RBP), which permissions are typically granted to a group composed of the senior leadership team?

There are 2 correct answers.

Response:

- A. Executive review access
- B. Route map management
- C. Ad hoc reports and dashboards
- D. Form template management

Answer: A,C

NO.9 What happens when minimum/maximum goal count per category is set in the goal plan?

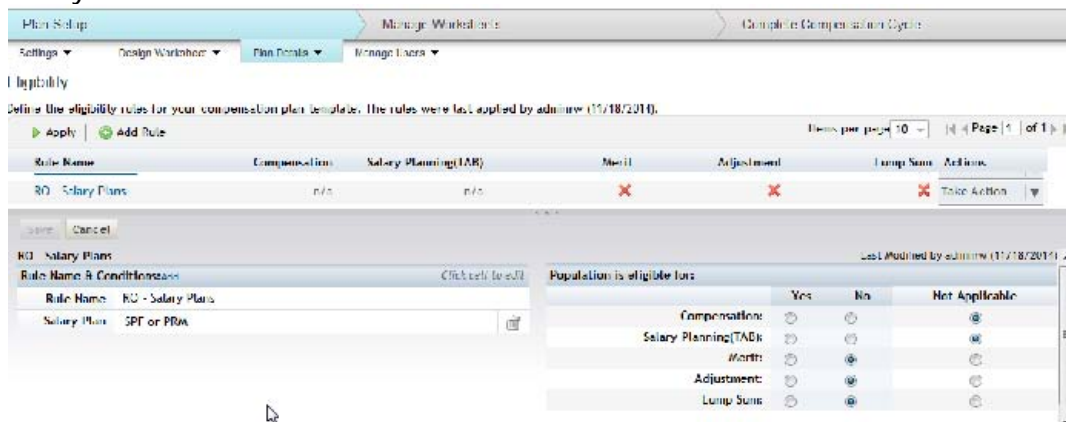
Please choose the correct answer.

Response:

- A. When the user creates goals the same minimum/maximum value must be used for each of the goals.
- B. When a user creates a goal outside the minimum/maximum goal limits, the system provides a soft warning and the user can proceed.
- C. When the user creates a goal the minimum/maximum limit for the overall goal must be defined.
- D. A user will NOT be able to exceed the goal limits within any category that also has limits.

Answer: B

NO.10 You have defined the eligibility rules as shown in the attached screenshot. Budgeting is done as a percent of the current salary. What can you see on the compensation form for an employee in Salary Plan PRM?



Please choose the correct answer.

Response:

- A. The employee does NOT appear on the form but their salary is included in the total budget basis.
- B. The employee appears on the form and is included in the total budget basis but CANNOT receive an award amount in merit, adjustment or lump sum.
- C. The employee appears on the form, is NOT included in the total budget basis and CANNOT receive an award amount in merit, adjustment or lump sum.
- D. The employee does NOT appear on the form and their salary is NOT included in the total budget basis.

Answer: B

NO.11 Your customer uses a look-up table to calculate custom budgets as shown in the attached screenshot. The budget is based on an employee's country and status. In the template, the country is defined with the field ID 'customCountry' and the status is defined with the field ID 'customStatus'. You need to create a custom field that contains the look-up value for the promotion budget percent. What is the correct syntax for the calculated field?

Please choose the correct answer.

Response:

- A. lookup("2012_Custom_Budget_Pool" customCountry, customStatus,1)
- B. lookup("2012_Custom_Budget_Pool" customCountry, customStatus)
- C. lookup("2012_Custom_Budget_Pool" customCountry, customStatus,promotion)
- D. lookup("2012_Custom_Budget_Pool" customCountry, customStatus,3)

Answer: A

NO.12 You test and troubleshoot compensation statements for your customer. Where can you download all statements generated for the compensation template in a single PDF file?

Please choose the correct answer.

Response:

- A. From the Bulk Print option in the compensation worksheet

- B. From the Manage Statement Templates utility under Action for All Plans
- C. From the Select Statement Templates utility under Complete Compensation Cycle
- D. From the Export option in the executive review.

Answer: A

NO.13 When setting up rating sources in a compensation plan template, which of the following rating types can you select?

There are 2 correct answers.

Response:

- A. overallPerformance
- B. overall360
- C. overallCompetency
- D. overallPerformancePotential

Answer: A,C

NO.14 The "autosync" attribute is set to false in the objective section of the performance review form. The following actions occurred after the changes.

Goal A was deleted from the performance review form

A new goal (Goal B) was created on the performance review form.

How does this affect the goal plan?

There are 2 correct answers to this question.

Response:

- A.Goal B is NOT displayed on the goal plan.
- B.Goal A is deleted from the goal plan.
- C.Goal B is displayed on the goal plan.
- D.Goal A is NOT deleted from the goal plan.

Answer: A,D

NO.15 When must you configure a template to be local currency centric?

There are 2 correct answers.

Response:

- A. When you want to import employee salary in the currency in which the employee is paid.
- B. When you want planners to input data in the currency type in which the employee is paid.
- C. When you want the worksheet to display the budget in the local currency of the planner.
- D. When you want the system to assign each employee to the correct currency code based on the employee's country.

Answer: A,C