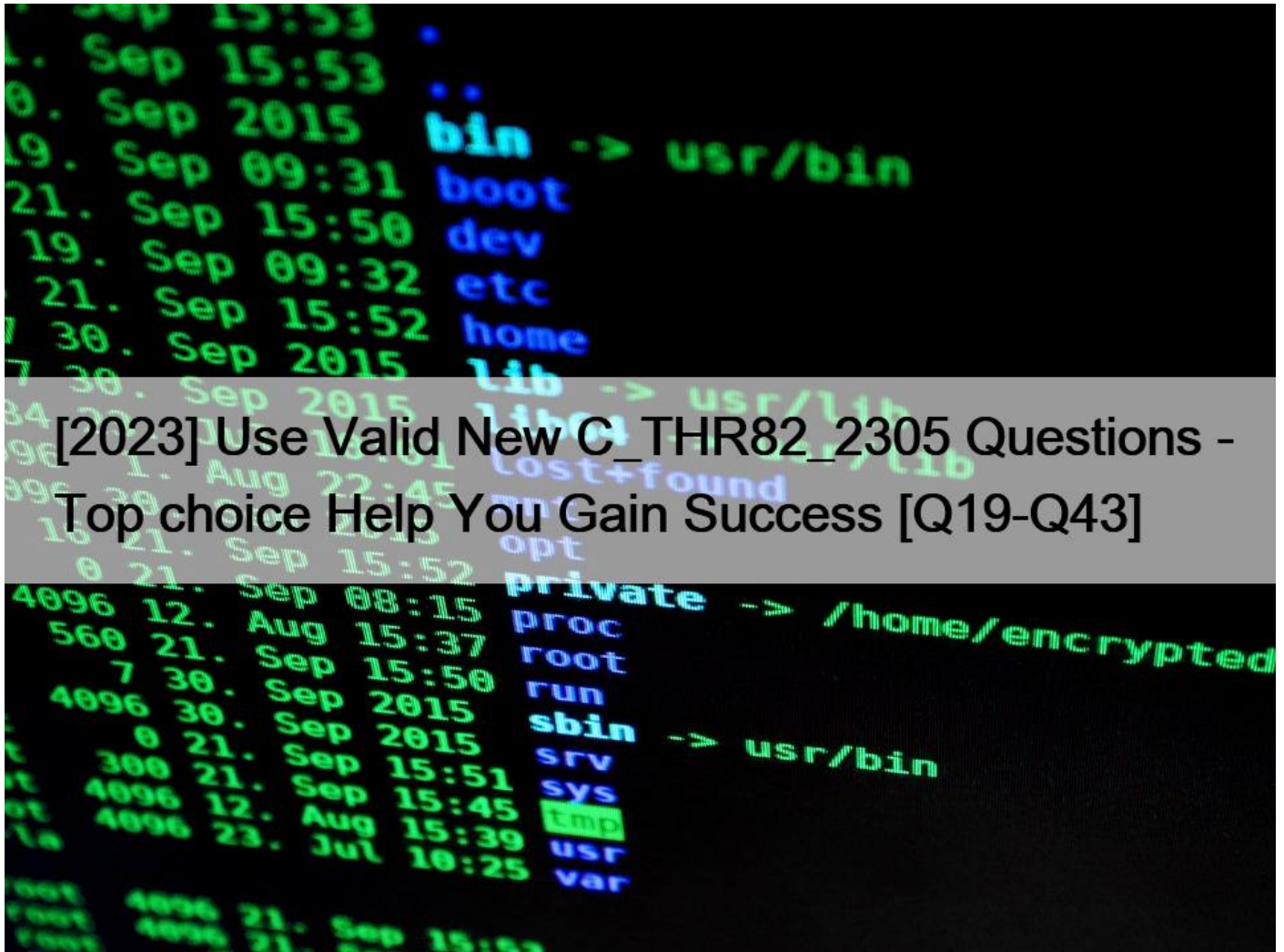


[2023 Use Valid New C_THR82_2305 Questions - Top choice Help You Gain Success [Q19-Q43]



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C_THR82_2305 Exam Practice Materials Collection

NEW QUESTION 19

Which rating is the rating of record in a Performance Management template configured with a Performance/Potential summary, an Overall summary, and a Customized Weighted Rating summary?

- * The manual rating from Customized Weighted Rating section
- * The calculated rating from the Overall Summary section
- * The manual rating from the Overall Summary section
- * The manual rating from Performance/Potential summary

NEW QUESTION 20

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

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

NEW QUESTION 21

What issues can you face if the Goal Management-Performance Management Sync Up option is NOT enabled?

Note: There are 2 correct answers to this question.

- * A goal in a performance management form that is in progress will be outdated if the goal is edited from the Goal Plan.
- * The list of assigned competencies might be outdated after a change of job code if performance forms have NOT been opened.
- * If the performance form has NOT been opened since the last modification coming from Goal Management, the form that might be used by Variable Pay will include outdated Goal Management data.
- * Performance management reports might include expired Goal Management data if performance forms have NOT been opened since the last modification from Goal Management.

NEW QUESTION 22

You have configured a field in the goal plan XML, but you can only see it when you create/edit the goal. It does NOT appear in the plan or as a display option. What else do you need to check?

Note: There are 2 correct answers to this question.

- * Check the Form layout in goal plan XML.
- * Check whether `showlabel=true`; in the field definition in the goal plan XML.
- * Check the Plan layout in goal plan XML.
- * Check whether `viewdefault=on`; in the field-definition in the goal plan XML.

NEW QUESTION 23

What can you do with the latest version of continuous performance management (CPM)?

The screenshot shows a goal management interface with the following elements:

- Total Weight: 360%** (Warning: Max: 120%)
- (Min:3, Max:9)** (Warning: Maximum Exceeded)
- Business Goals (Min:1)** (Warning: Minimum Not Met)
- You have no goals in this category.**
- Behavioral Goals (Min:2)** (Weight - 240%)
- Table:**

Visibility	#	Goal Name	Last Modified	Type	Description	Weight
<input type="checkbox"/>	Public	Group Goal 1.0	08/19/2021	Group		30% (Warning: Max: 30%)

Additional details: A progress bar for the selected goal shows 125% completion.

Note: There are 3 correct answers to this question.

- * Add attachments to one of your activities.
- * Send a channel invitation to your colleague to have regular 1:1 meetings.
- * Create a new development goal from your activities view.
- * Add your own meeting notes to assist with the 1:1 meeting.

- * Provide coaching advice to your direct report in the 1:1 meeting.

NEW QUESTION 24

Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you control when setting up a Calibration session?

Note: There are 2 correct answers to this question.

- * You can select additional fields to be displayed in the results table, in addition to the default search result fields.
- * You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.
- * You can select custom filters to be used in people search when you set up a Calibration Session.
- * You can select Filter fields for the filter function across all views in the Calibration Session.

NEW QUESTION 25

Your customer has 5 unique competencies for individual contributors and 5 for managers. The competencies will be translated into 11 languages and will auto-populate on a multi-language performance review form based on job code. What attribute must be shared for all translations of the same competency to meet this requirement?

- * Library name
- * Did
- * Category
- * GUID

NEW QUESTION 26

What can an administrator do with the Launch Forms tool?

Note: There are 3 correct answers to this question.

- * Set specific form template dates for the forms being launched.
- * Remove one of the form sections.
- * Select employees based on filters.
- * Disable the Ask for Feedback functionality for the forms being launched.
- * Edit introduction texts for custom sections.

NEW QUESTION 27

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.

NEW QUESTION 28

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

NEW QUESTION 29

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.

NEW QUESTION 30

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.

- * Add <permission for=
- * Configure the <plan-layout> to include switch buttons.
- * Add the <obj-edit>; in a performance form template XML.
- * Define <obj-plan-states> in the goal plan template XML.
- * Give the direct manager permission to access the employee

NEW QUESTION 31

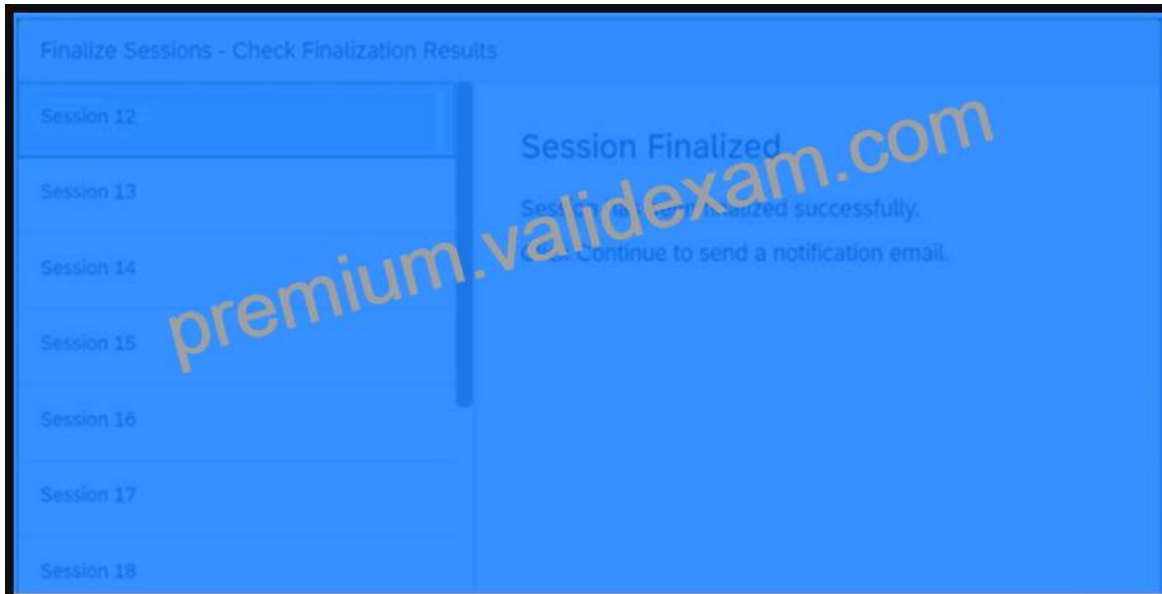
Which of the following are best practices to implement translation projects?

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.

NEW QUESTION 32

Review the following images. In the first image, the administrator is finalizing several Calibration Sessions at once. But, in the second image, the administrator receives this warning message. What does the warning message in the second image mean?



- * The number of sessions to be finalized exceeds the Online Mass Finalization Threshold set in Calibration Settings.
- * NO sessions will be finalized, regardless of the Online Mass Finalization Threshold set in Calibration Settings.
- * The number of sessions to be finalized exceeds the default Online Mass Finalization Threshold of 25.
- * NO sessions will be finalized, regardless of the default Online Mass Finalization Threshold of 25.

NEW QUESTION 33

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

NEW QUESTION 34

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

NEW QUESTION 35

What can you do in Admin Center -> Form Template Settings?

Note: There are 2 correct answers to this question.

- * Download the latest XML file of a template.
- * Upload an XML file in order to update an existing template.
- * Delete a template.

- * Upload an XML file in order to create a new template.

NEW QUESTION 36

A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What should the customer do to achieve this?

Note: There are 2 correct answers to this question.

- * In Form Template Settings, change the Default Targets to HR Reports Only.
- * In RBP > General User Permission, grant permission to Create Forms.
- * In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).
- * In Form Template Settings, enable Allow form creator to select anyone as the subject.

NEW QUESTION 37

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.

NEW QUESTION 38

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.

- * `<min-rater-count>8</min-rater-count>`
- * `{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}`
- * `<min-rater-complete-count>8</min-rater-complete-count>`
- * `{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}`

- * `{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}`

NEW QUESTION 39

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='change-state'>` to the Manager in the goal plan template XML.
- * Add the `<obj-edit'>` in a performance form template XML.
- * Give the manager permission to access the employee's goal plan template in Role-Based Permissions.

- * Configure the <plan-layout> to include switch buttons.

NEW QUESTION 40

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>

NEW QUESTION 41

Competencies were mapped to job roles in the system. However, when performance forms were launched, the competencies did NOT display in the job-specific competency section for one employee, but they did for another. What is the most likely reason for this issue?

- * The job role is NOT mapped with the exact job code as it appears in the employee data file.
- * The auto-sync option in the competency section was NOT enabled.
- * The competency GUID was used when configuring the competency section, instead of the competency ID.
- * The category-filter-opt attribute in the competency section was NOT specified.

NEW QUESTION 42

A user who is NOT defined in the route map needs to provide ratings and comments in the performance review. Which of the following are required to achieve this?

Note: There are 2 correct answers to this question.

- * The Disable Ask For Comment Routing option should be disabled.
- * The user should have access to Unofficial User Rating.
- * The Disable Ask For Edit Routing option should be disabled.
- * The user should have access to Subject Rating.

NEW QUESTION 43

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

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