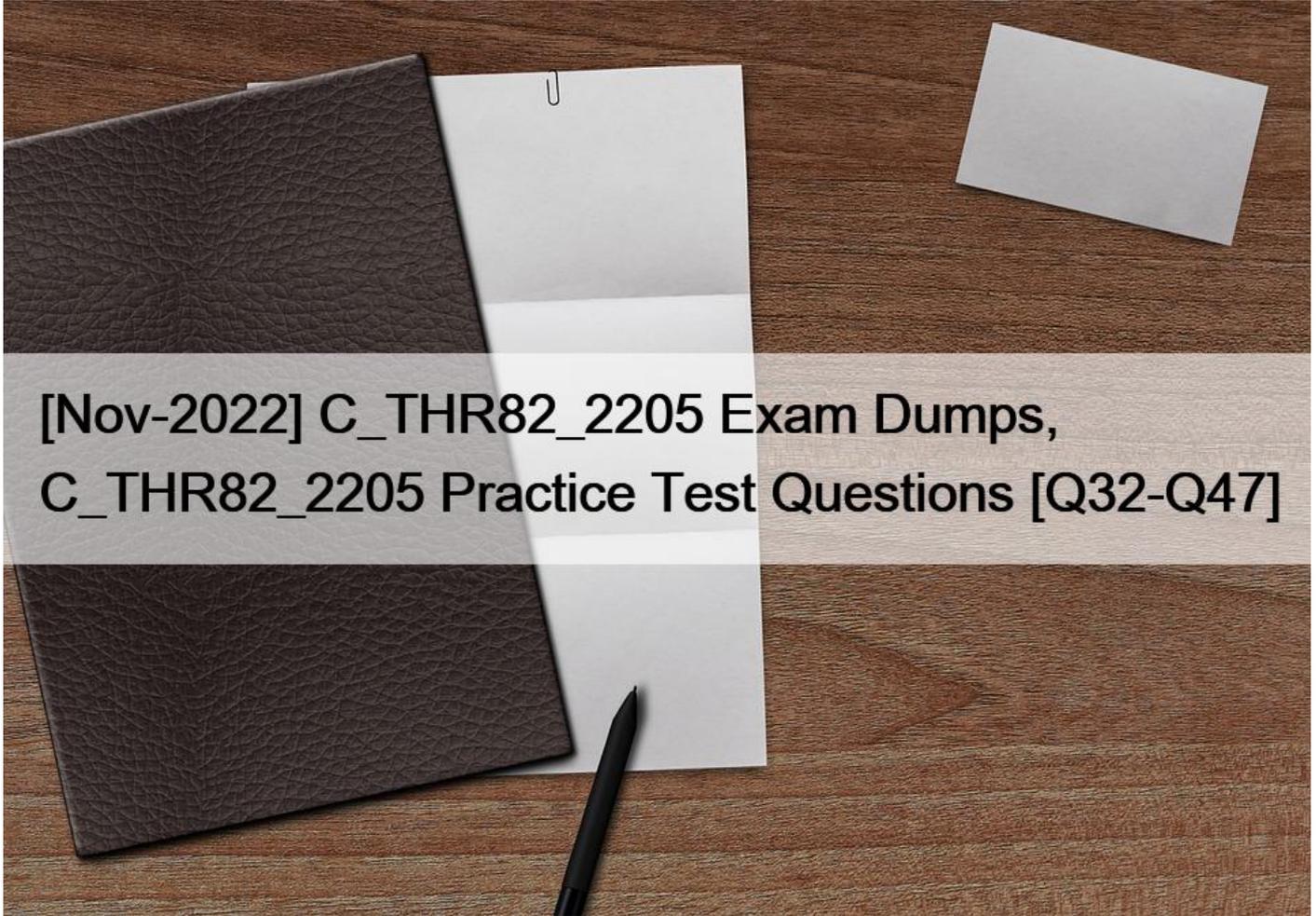


[Nov-2022 C_THR82_2205 Exam Dumps, C_THR82_2205 Practice Test Questions [Q32-Q47]



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NEW QUESTION 32

What is the purpose of the user-defined step in a single-step route map?

- * To split the sections of the form and send each of them to different users for validation
- * To assign the form to a group of people
- * To ensure all performance forms are routed to the same user in that step
- * To make sure the form comes back to the user's inbox at the end of the workflow

NEW QUESTION 33

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.

- * Subject
- * Originator
- * Facilitator
- * Participant
- * Owner

NEW QUESTION 34

What happens when you define a Calibration Session owner while you are creating a session?

- * The session creator can assign only one owner.
- * The owner can view their calibration data on the Executive Review tab.
- * The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.
- * The owner can define export permissions for the session.

NEW QUESTION 35

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

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

NEW QUESTION 36

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 37

What does the "Enable force route button in validation step"; calibration feature do?

- * Automatically routes forms to the next step in the route map after a Calibration Session is finalized
- * Automatically populates valid participants and subjects based on the Calibration Session owner
- * Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session
- * Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session

NEW QUESTION 38

Your customer wants to modify the description of a competency in their library. Where can you make this change?

Note: There are 3 correct answers to this question.

- * In the performance form template XML
- * In Provisioning -> Company Settings
- * In Provisioning -> Managing Competencies and Skills -> Competency Libraries

- * In the CSV file downloaded from the competency library
- * In Admin Center -> Manage Competencies

NEW QUESTION 39

What can users do with a form during a collaborative route map step?

- * The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.
- * The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- * The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.
- * The form can be sent to another user with the Get Feedback button.

NEW QUESTION 40

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 41

Where can you assign a job code to an employee in Admin Center?

Note: There are 2 correct answers to this question.

- * Company Settings -> Manage Job Roles
- * Employee Files -> Configure Employee Files
- * Update User Information -> Employee Import
- * Update User Information -> Manage Users

NEW QUESTION 42

What must you consider when using job families and roles?

- * An employee can be assigned to multiple job codes.
- * Multiple job codes can be assigned to each job role.
- * Job families must be defined for the major job levels within the organization.
- * Job roles can be created without assigning them to a job family.

NEW QUESTION 43

What can an administrator do when accessing the Delete Continuous Feedback page?

Note: There are 2 correct answers to this question.

- * The administrator can only delete feedback given in the last three months.
- * The administrator CANNOT restore feedback once the feedback is deleted.
- * The administrator can delete only feedback given or received by active users.
- * The administrator can access all information, including feedback content from others.

NEW QUESTION 44

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 45

Which of the following are possible for the manager-initiated Calibration Sessions?

Note: There are 2 correct answers to this question.

- * Direct reports can be added as participants.
- * Direct reports can be added as subjects.
- * Calibration views can be modified by managers.
- * Default facilitator(s) CANNOT be changed.

NEW QUESTION 46

You are editing the global settings in the goal plan template. The following settings are made: share-confirm=”true” and unshare-confirm=”true”. How would you expect the system to behave?

- * When you change the visibility of a goal, a notification appears.
- * When the visibility of a goal is set to private, a notification does NOT appear.
- * When the goal completion is set to 100%, a notification appears.
- * When you share/unshare a team goal with another manager, a notification appears.

NEW QUESTION 47

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date. What settings do you need to make to ensure this takes place?

- * Define the start date for the first step in the route map configuration in Manage Route Maps, Select the “Enforce Start Date” option in Step 2 of the route map.
- * Define the due date for the first step in the route map configuration in Form Template Settings, Select the “Automatic send on due date” option in Step 1 of the route map.
- * Define the due date for the first step in the route map configuration in Manage Route Maps, Select the “Automatic send on due date” option in Step 1 of the route map and also select the “Always send regardless of validation” option.
- * Define the exit date for the first step in the route map configuration in Manage Route Maps, Select the “Automatic send on due date” option in Step 1 of the route map and also select the “Always send regardless of validation” option.

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