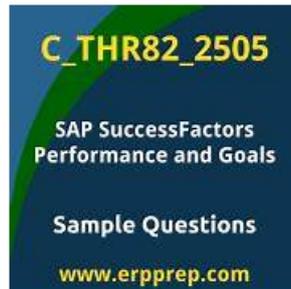# C-THR82-2505 Brain Exam - C-THR82-2505 Sample Questions Pdf

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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Job Architecture and Attributes: This section of the exam assess|es the knowledge of SAP Consultants in working with job structure elements. It includes configuration of job roles, families, and attributes that are essential for defining performance expectations and linking goals to job frameworks.
Topic 2	• Configuration of Performance Management: This section of the exam measures skills of SAP Consultants in managing backend configuration for performance processes. It involves provisioning settings, XML modifications, and basic system integrations to ensure successful form deployment.
Topic 3	• Route Maps" This section of the exam assesses the ability of SAP Consultants to configure route maps. It includes defining stages, roles, and routing conditions that determine the flow of performance forms between employees, managers, and HR.
Topic 4	• Goal Management: This section of the exam measures skills of Performance Management Specialists and covers how to configure and manage goal plans, goal library usage, and cascading goals. It ensures alignment of employee objectives with organizational strategies through effective goal-setting functionality.

Topic 5	• Continuous Performance Management (CPM): This section of the exam evaluates the skills of Performance Management Specialists in enabling and supporting CPM features. It includes configuring activities, achievements, and feedback tools for real-time, ongoing performance tracking.
Topic 6	• AI Features: This section of the exam measures skills of SAP Consultants in applying AI-driven enhancements in performance management. It involves configuring features like intelligent suggestions and automated summaries to improve efficiency and personalization.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q60-Q65):

NEW QUESTION # 60
What should you consider when you convert legacy templates to the latest version?
Note: There are 2 correct answers to this question.

- A. The background style for the status field is supported in both RGB and HEX.
- B. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.
- C. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- D. Any existing Group Goal data from the legacy template will be retained.</obj-plan-due></obj-plan- start>

Answer: B,C

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
When converting legacy goal plan templates to the latest version, administrators must consider:
* Start and due dates: Goals must align with the <obj-plan-start> and <obj-plan-due> dates defined in the new template.
* Textarea field limits: Fields like metric or comments are limited to 4000 characters in the latest version.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Goal Management Guide (Q3 2025):"When converting legacy goal plan templates, ensure that goal start and due dates fall within the <obj-plan-start> and <obj-plan-due> dates of the new template. Additionally, textarea fields such as metric or comments will have a maximum length of 4000 characters in the latest version." Explanation of Options:
* A. Incorrect: Background style for the status field is not a consideration during template conversion.
* B. Correct: Dates must align with the new template's defined range.
* C. Correct: Textarea fields are limited to 4000 characters.
* D. Incorrect: Group Goal data may not be retained, depending on the conversion process and template compatibility.
Reference:
SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

NEW QUESTION # 61
How are skills populated in the attribute section of a form?
Note: There are 3 correct answers to this question.

- A. Skills mapped to the users' job roles are visible in the Job Specific Attribute section.
- B. Managers assign skills to their direct reports from the Org Chart.
- C. Administrators assign skills to users from Admin Center.
- D. Users add skills manually to the form when the section is <configurable="true">.

- E. Skills are hard-coded in the Custom Attribute section.

Answer: A,C,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
Skills in the attribute section of a performance form can be populated as follows:
* Administrators assign skills: Done via Admin Center for specific users.
* Users add skills manually: If the section is configured as <configurable="true">.
* Skills mapped to job roles: Appear in the Job Specific Attribute section based on Talent Intelligence Hub mappings.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"Skills can be populated in the attribute section by administrators assigning skills in Admin Center, users manually adding skills when
<configurable="true"> is set, and skills mapped to job roles appearing in the Job Specific Attribute section via Talent Intelligence Hub configurations." Explanation of Options:
* A. Correct: Administrators can assign skills in Admin Center.
* B. Correct: Users can add skills if the section is configurable.
* C. Incorrect: Skills are not hard-coded in the Custom Attribute section.
* D. Incorrect: Managers do not assign skills via the Org Chart.
* E. Correct: Job role-mapped skills appear in the Job Specific Attribute section.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "Attribute Section Configuration," Subsection: "Skill Population" (Q3 2025).sap.com

NEW QUESTION # 62
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.

- A. Configure the <plan-layout> to include switch buttons.
- B. Add the "obj-edit" in a performance form template XML.
- C. Give the direct manager permission to access the employee's goal plan template in Role-Based Permissions.
- D. Add <permission for="change-state"> to <role-name><![CDATA[EM]]></role-name> in the goal plan template XML.
- E. Define <obj-plan-states> in the goal plan template XML.

Answer: C,D,E

NEW QUESTION # 63
You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?
Note: There are 3 correct answers to this question.

- A. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.
- B. The goal plan template you converted will retain its original <obj-plan-id>.
- C. The goal plan template you converted will get a new <obj-plan-id> between 1-1000.
- D. The original goal plan template is deleted since it CANNOT be used anymore.
- E. The goal plan template CANNOT be converted if Group Goal data exists.

Answer: A,C,E

NEW QUESTION # 64
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.

- A. In the performance form template XML
- B. In Provisioning → Managing Competencies and Skills → Competency Libraries
- C. In Provisioning Company Settings
- D. In the CSV file downloaded from the competency library

- E. In Manage Competencies

Answer: B,D,E

NEW QUESTION # 65
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