Quiz 2026 Efficient C_THR82_2505: Study SAP Certified Associate - SAP SuccessFactors Performance and Goals Materials

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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 360 Reviews: This section of the exam measures skills of Performance Management Specialists in configuring and deploying 360-degree feedback processes. It covers form templates, participant selection, and distribution workflows to gather comprehensive peer evaluations.
Topic 4	• Form Templates: This section of the exam evaluates the abilities of Performance Management Specialists to create and customize performance review forms. It includes form sections, rating scales, and layout settings necessary for collecting structured employee evaluations.
Topic 5	• Performance Rating and Permissions: This section of the exam assesses the understanding of Performance Management Specialists in configuring rating behaviors and permissions. It covers the control of visibility and edit rights across different user roles in the performance management cycle.
Topic 6	• 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 7	• 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.
Topic 8	• 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 9	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q79-Q84):

NEW QUESTION # 79
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. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- C. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.
- 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 # 80
Which of the following action permissions are supported in the latest version of Goal Management and can be configured in the goal plan template?
Note: There are 3 correct answers to this question.

- A. cascade-align
- B. launch-assessment-form
- C. import-goal
- D. private-access
- E. change-state

Answer: A,D,E

NEW QUESTION # 81
Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions? Note: There are 3 correct answers to this question.

- A. A red bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.
- B. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.
- C. Additional operators besides = are supported.
- D. Multiple ratings can be grouped together under the same distribution guideline.
- E. Distribution range and group of ratings can be defined for any data source in the Calibration template.

Answer: B,C,E

NEW QUESTION # 82
Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills.
Which of the following actions can an administrator complete from Manage Talent Intelligence Hub? Note: There are 3 correct answers to this question.

- A. Import Attribute Libraries
- B. Set up a Proficiency Rating Scale
- C. Map Skills to Job Roles
- D. Assign Rating History Type to form templates
- E. Categorize Attributes using Tags

Answer: B,D,E

NEW QUESTION # 83
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this

question.

- A. Define roles and responsibilities as part of a process transformation office.
- B. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- C. Establish regular housekeeping tasks and procedures.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish release management.

Answer: A,B,E

NEW QUESTION # 84
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