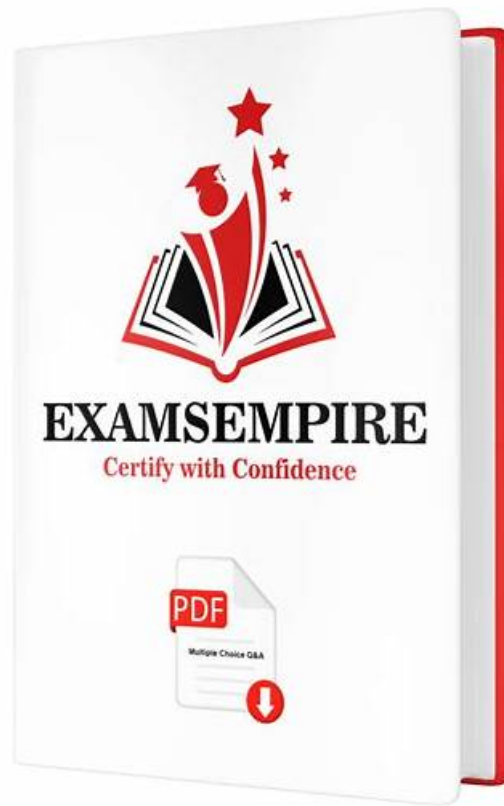


# C-THR82-2505 Standard Answers, C-THR82-2505 Reliable Mock Test



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## C-THR82-2505 Reliable Mock Test & Exam C-THR82-2505 Objectives

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## SAP C-THR82-2505 Exam Syllabus Topics:

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Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>Calibration: This section of the exam evaluates the knowledge of SAP Consultants in setting up calibration sessions. It includes user role assignment, template usage, and session management to support unbiased performance reviews and data-driven decision-making.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q47-Q52):

### NEW QUESTION # 47

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

**Answer: B,C,D**

### NEW QUESTION # 48

Which of the following transactions related to Performance and Goals can be completed with Joule?

Note: There are 3 correct answers to this question.

- A. Assess team performance
- B. Add comments to performance goals
- C. View competency ratings

- D. Launch performance review forms
- E. View performance review forms

**Answer: A,C,E**

#### NEW QUESTION # 49

A manager navigates to a direct report's goal plan and notices that one of the goals does NOT have the option View Alignment Chart available from the goal card actions. What are possible reasons as to why the option is NOT visible?

Note: There are 2 correct answers to this question.

- A. The goal plan template is NOT the default one.
- B. The goal is NOT a personal goal, but a Team Goal.
- C. The goal is NOT cascaded to or from another goal.
- D. The manager has no permission to Access Goal Alignment Chart for the direct report.

**Answer: B,D**

#### NEW QUESTION # 50

Which of the following applies to the Employee Information section?

- A. Custom elements can be included.
- B. Elements CANNOT be reordered.
- C. New elements will become visible in the display options in Manage Templates.
- D. First Name and Last Name CANNOT be removed.

**Answer: D**

#### NEW QUESTION # 51

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

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

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a collaborative route map step, the form is available in all participants' inboxes simultaneously, but only one user can edit it at a time to prevent conflicts.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "During a collaborative route map step, the performance form appears in all participants' inboxes at the same time, but only one user can make edits at a time to ensure data integrity." Explanation of Options:

- \* A. Incorrect: The Get Feedback button is not specific to collaborative steps.
- \* B. Correct: Only one user can edit at a time in a collaborative step.
- \* C. Incorrect: Simultaneous editing by multiple users is not supported.
- \* D. Incorrect: Sending the form back and forth is not a feature of collaborative steps.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Steps," Subsection: "Collaborative Step Behavior" (Q3 2025).

#### NEW QUESTION # 52

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