

C_THR82_2505 Valid Braindumps Files & C_THR82_2505 Free Practice



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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• Job Architecture and Attributes: This section of the exam assesses 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 3	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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.
Topic 6	<ul style="list-style-type: none">• 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 7	<ul style="list-style-type: none">• 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 8	<ul style="list-style-type: none"> 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 9	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q16-Q21):

NEW QUESTION # 16

You are configuring hidden-threshold="2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters?

Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- B. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
- C. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.
- D. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.

Answer: B,D

NEW QUESTION # 17

Which of the following are characteristics of an EZ Rater section? Note: There are 3 correct answers to this question.

- A. <sect-mode="EZ-Rater"> can be configured for Goal and Competency sections to compare employee and manager ratings side by side.
- B. EZ-Rater can be turned on from Admin Center Manage Templates.
- C. <sect-mode="EZ-Rater"> can be configured for the Competency section only, to compare employee and manager ratings side by side.
- D. The items within the EZ Rater section will collapse by default.
- E. EZ Rater includes an on-form Gap Analysis graph.

Answer: A,C,E

NEW QUESTION # 18

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

Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 19

What are possible actions for the Last Rating tab in a Performance Management form?

Note: There are 2 correct answers to this question.

- A. It can include proficiency ratings from Growth Portfolio.
- B. It is NOT supported for skill ratings.
- C. It can be hidden using field-permissions.
- D. It can prepopulate on the item-rating by default.

Answer: A,D

NEW QUESTION # 20

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session?

Note: There are 2 correct answers to this question.

- A. When distribution guidelines are enforced but NOT met within the calibration session.
- B. When subjects with comments from the current session are NOT marked as discussed.
- C. When any of the views in the session include unrated subjects.
- D. When rank column is set as required and some subjects are NOT ranked in the Bin view.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

- * Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.
- * Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."

Explanation of Options:

- * A. Incorrect: Unmarked comments do not prevent session finalization.
- * B. Correct: Unranked subjects with a required rank column prevent finalization.
- * C. Correct: Non-compliant distribution guidelines prevent finalization.
- * D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection: "Restrictions" (Q3 2025).

NEW QUESTION # 21

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