

Excellent Web-Based SAP C_THR82_2505 Practice Exam



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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none">• 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 5	<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.
Topic 6	<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 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"> 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q63-Q68):

NEW QUESTION # 63

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. IDoc
- B. RFC
- C. OData
- D. SOAP

Answer: C,D

NEW QUESTION # 64

Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Send a channel invitation to your colleague to have regular 1:1 meetings.
- B. Add attachments to one of your activities.
- C. Create a new development goal from your activities view.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Provide coaching advice to your direct report in the 1:1 meeting.

Answer: B,C,D

NEW QUESTION # 65

Which of the following roles are supported in 360 Reviews for the default rater population field?

Note: There are 3 correct answers to this question.

- A. Direct Report (ED)
- B. All Matrix Managers (EP)
- C. All Level Manager (EM+)
- D. Peer (EMD)
- E. Custom Manager (EC)

Answer: A,B,D

NEW QUESTION # 66

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self- assessment rating box.

Which of the following fields should you consider when defining field permissions for this section? Note: There are 2 correct answers to this question.

- A. user-item-cmt-rating
- B. item-rating
- C. item-cmt-rating
- D. subject-item-rating

Answer: B,C

NEW QUESTION # 67

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

Answer: C,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When converting a legacy goal plan template to the latest version:

* Cannot convert with Group Goal data: Group Goals are not supported in the latest version.

* Original template renamed as Backup: The legacy template is preserved as read-only with a "Backup" suffix.

* Retains original <obj-plan-id>: The converted template keeps its original ID.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "Converting a legacy goal plan template to the latest version is not possible if Group Goal data exists. The original template is renamed as <Original Name> Backup and set to read-only mode, while the converted template retains its original <obj-plan-id>."

Explanation of Options:

- * A. Correct: Group Goal data prevents conversion.
- * B. Incorrect: The original template is not deleted; it is renamed as Backup.
- * C. Incorrect: The <obj-plan-id> is not changed to a new value.
- * D. Correct: The original template is renamed as Backup.
- * E. Correct: The original <obj-plan-id> is retained.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

NEW QUESTION # 68

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