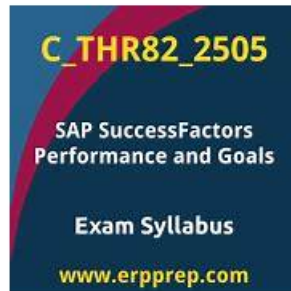# Reliable C-THR82-2505 Exam Online - Reliable C-THR82-2505 Test Syllabus

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SAP Certified Associate - SAP SuccessFactors Performance and Goals

Sample Questions (Q46-Q51):

NEW QUESTION # 46

Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Support multiple roles
- B. Prevent feedback deletion by users
- C. Access the Delete Continuous Feedback page
- D. Use AI-assisted writing
- E. Provide discussion topics

Answer: A,B,E

NEW QUESTION # 47

Which of the following feedback data can you use as a source to generate AI-Assisted Insights in Performance forms?
Note: There are 3 correct answers to this question.

- A. Data from Comments on Performance forms
- B. Data from Ask for Feedback
- C. Data from Get Feedback
- D. Data from Continuous Feedback
- E. Data from Comments on Development Goals

Answer: A,B,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
AI-Assisted Insights in Performance forms leverage specific feedback data sources to generate actionable insights. According to the SAP SuccessFactors documentation, the supported sources include:
* Comments on Performance forms: Textual comments provided in performance forms.
* Continuous Feedback: Feedback collected through the Continuous Performance Management (CPM) module.
* Ask for Feedback: Feedback collected via the Ask for Feedback feature.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"AI-Assisted Insights can be generated from feedback data sourced from Comments on Performance forms, Continuous Feedback in the CPM module, and responses collected via the Ask for Feedback feature. These sources provide rich textual data for AI analysis to produce meaningful insights." Explanation of Options:
* A. Correct: Comments on Performance forms are a valid source for AI-Assisted Insights.
* B. Correct: Continuous Feedback is supported for AI analysis.
* C. Correct: Ask for Feedback responses are included as a data source.
* D. Incorrect: Comments on Development Goals are not explicitly supported for AI-Assisted Insights.
* E. Incorrect: "Get Feedback" is not a recognized feature in SAP SuccessFactors for AI-Assisted Insights.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection:
"Supported Data Sources" (Q3 2025).

NEW QUESTION # 48

What can you do with the Import Performance Goals feature?
Note: There are 3 correct answers to this question.

- A. Update goals
- B. Delete goal comments
- C. Delete goals
- D. Transfer existing goals between employees
- E. Assign team goals

Answer: A,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:
The Import Performance Goals feature allows administrators to:
* Delete goals: Remove existing goals via import.
* Transfer goals between employees: Move goals from one employee to another.
* Update goals: Modify existing goal attributes through the import process.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Goal Management Guide (Q3 2025):"The Import Performance Goals feature enables administrators to delete existing goals, transfer goals between employees, and update goal attributes using a properly formatted import file."
Explanation of Options:
* A. Incorrect: Deleting goal comments is not supported by the Import Performance Goals feature.
* B. Correct: Deleting goals is a supported action.
* C. Correct: Transferring goals between employees is supported.
* D. Incorrect: Assigning team goals is not part of the Import Performance Goals feature.
* E. Correct: Updating goals is supported.
Reference:
SAP SuccessFactors Goal Management Guide, Section: "Import Performance Goals," Subsection: "Supported Actions" (Q3 2025).

NEW QUESTION # 49
Which of the following are unique Edit Form Attributes options in 360 Reviews? Note: There are 2 correct answers to this question.

- A. Recall enabled
- B. Enable Development Plan Integration
- C. Lock down section weights
- D. Show section weights

Answer: A,B

NEW QUESTION # 50
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 to another user with the Get Feedback button.
- C. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- D. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.

Answer: D

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 # 51
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