Quiz SAP - Trustable C_THR82_2505 Certification Questions

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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q17-Q22):

NEW QUESTION # 17
You are calibrating overall ratings using performance as data source. What are some of the requirements for the Calibration Session to be successfully validated?
Note: There are 3 correct answers to this question.

- A. The location of the Calibration Session must be specified.
- B. The Calibration Session planned activation date must be defined.
- C. The subject(s) of the Calibration Session must be defined.
- D. All the subjects' review forms must be at the calibration step in the route map.
- E. The calibration template to be used in the Calibration Session must be specified.

Answer: C,D,E

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
For a Calibration Session using performance as the data source to be successfully validated:
* Subjects defined: The employees to be calibrated must be specified.
* Calibration template specified: The template defines the calibration criteria.
* Forms at calibration step: All subjects' forms must be at the calibration step in the route map.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Calibration Configuration Guide (Q3 2025):"To validate a Calibration Session with performance as the data source, define the subjects, specify the calibration template, and ensure all subjects' review forms are at the calibration step in the route map." Explanation of Options:
* A. Correct: Subjects must be defined.
* B. Incorrect: Location is not a mandatory requirement for validation.
* C. Incorrect: Planned activation date is not required for validation.
* D. Correct: The calibration template must be specified.
* E. Correct: Forms must be at the calibration step.
Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Session Validation," Subsection: "Requirements" (Q3 2025).

NEW QUESTION # 18

Your customer is using the latest experience for Performance Management forms. Which of the following section types can you move under the General Information group?

Note: There are 3 correct answers to this question.

- A. Introduction
- B. Custom
- C. Attribute
- D. Employee Information
- E. Summary

Answer: A,B,D

NEW QUESTION # 19

What is required when you want to generate comments in 360 Reviews using AI-Assisted Writing?

- A. Assign a rating to a performance or development goal and add comments manually.
- B. Assign a rating to a competency, skill, or behavior and do NOT enter any comment.
- C. Add comments manually and select the text to generate an AI-Assisted comment.
- D. Select an option from the suggested six topics when no rating is assigned.

Answer: C

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
To generate comments in 360 Reviews using AI-Assisted Writing, users must add comments manually and then select the text to generate an AI-assisted version of the comment.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025):"AI-Assisted Writing in 360 Reviews requires users to manually add comments and then select the text to generate an AI-assisted version, which can refine or enhance the comment based on AI analysis." Explanation of Options:
* A. Correct: Manual comments must be added and selected for AI assistance.
* B. Incorrect: Assigning a rating without a comment does not trigger AI-Assisted Writing.
* C. Incorrect: There are no "suggested six topics" for this feature.
* D. Incorrect: Assigning a rating to a goal with manual comments is not required.
Reference:
SAP SuccessFactors 360 Reviews Configuration Guide, Section: "AI-Assisted Writing," Subsection:
"Comment Generation" (Q3 2025).

NEW QUESTION # 20

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. Custom Manager (EC)
- C. All Level Manager (EM+)
- D. All Matrix Managers (EP)
- E. Peer (EMD)

Answer: A,D,E

NEW QUESTION # 21

You need to map skills to a new job family in your organization. Which tools are available to you to achieve this?

Note: There are 2 correct answers to this question.

- A. Manage Talent Intelligence Hub
- B. Manage Job Profiles
- C. Manage Job Profile Content Import/Export
- D. Import and Export Data

Answer: B,C

NEW QUESTION # 22
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