

Comprehensive Review for the C_THR82_2505 Exams Questions



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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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">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 5	<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.
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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q39-Q44):

NEW QUESTION # 39

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. Import and Export Data
- D. Manage Job Profile Content Import/Export

Answer: B,D

NEW QUESTION # 40

What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct answers to this question.

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

Answer: A,C

NEW QUESTION # 41

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form. The weights should be editable by end users, and the goal section should display item weights in the Summary.

Which of the following attributes are relevant to achieve this requirement? Note: There are 2 correct answers to this question.

- A. configurable="true"
- B. in-overall-rating="true"
- C. no-weight="true"
- D. lock-item-weights="false"

Answer: B,D

NEW QUESTION # 42

Which of the following are options in the Review Information section of the performance form?

Note: There are 2 correct answers to this question.

- A. Custom elements can be added.
- B. Only fixed dates set at form template level can be made editable in the section.
- C. Review dates are hard-coded from Form Template Settings.
- D. This section type is generally disabled for end users.

Answer: C,D

NEW QUESTION # 43

An employee wants to use Generative AI to create performance goals. Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals?

Note: There are 3 correct answers to this question.

- A. comments
- B. metric
- C. milestones
- D. state
- E. desc

Answer: B,C,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Assisted Performance Goals feature, which leverages Generative AI, supports the following standard field IDs in the Goal Plan template:

- * milestones: Allows AI to generate milestone-based progress tracking.
- * desc: Supports AI-generated goal descriptions.
- * metric: Enables AI to define measurable metrics for goals.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Assisted Performance Goals feature, powered by Generative AI, supports standard field IDs such as milestones, desc, and metric in the Goal Plan template to generate structured and measurable goals." Explanation of Options:

- * A. Incorrect: The comments field is not supported for AI-assisted goal creation.
- * B. Incorrect: The state field is for goal status and not AI-supported.
- * C. Correct: milestones is supported for AI-generated milestones.
- * D. Correct: desc is supported for goal descriptions.
- * E. Correct: metric is supported for defining measurable outcomes.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Assisted Performance Goals," Subsection: "Supported Field IDs" (Q3 2025).

NEW QUESTION # 44

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