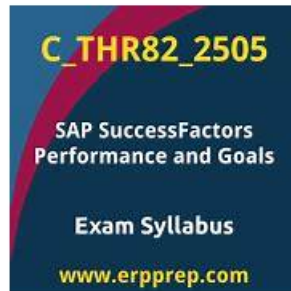# SAP C_THR82_2505 Prepaway Dumps | New C_THR82_2505 Test Objectives

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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 5	• 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 6	• 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 7	• Job Architecture and Attributes: This section of the exam assess|es 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q72-Q77):

NEW QUESTION # 72
What is required when you want to generate comments in 360 Reviews using AI-Assisted Writing?

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

Answer: D

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 # 73

Which of the following are possible for the manager-initiated Calibration Sessions?
Note: There are 2 correct answers to this question.

- A. The templates available to managers can be restricted from role-based permissions.
- B. Default facilitator(s) CANNOT be changed.
- C. Calibration views can be modified by managers.
- D. Direct reports can be added as participants or subjects.

Answer: B,D

NEW QUESTION # 74

Your customer wants to modify the description of a competency in their library. Where can you make this change?
Note: There are 3 correct answers to this question.

- A. In the CSV file downloaded from the competency library
- B. In Provisioning # Managing Competencies and Skills # Competency Libraries
- C. In Provisioning Company Settings
- D. In the performance form template XML
- E. In Manage Competencies

Answer: A,B,E

NEW QUESTION # 75

Which of the following are available configurations in Manage Route Maps?
Note: There are 2 correct answers to this question.

- A. Hide Route Map on the Form
- B. Step Exit Reminder
- C. Modify Form Route Map
- D. Enforce Start Date

Answer: B,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
InManage Route Maps, administrators can configure specific settings to control the behavior of performance form routing. The available configurations include:
* Enforce Start Date: Ensures that forms adhere to a defined start date for routing steps.
* Step Exit Reminder: Configures reminders for users to complete their actions before a step exits.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Configuration Guide (Q3 2025):"In Manage Route Maps, administrators can configure settings such as Enforce Start Date to control when a route map step begins and Step Exit Reminder to send notifications to users to complete their actions before the step deadline." Explanation of Options:
* A. Correct: Enforce Start Date is a valid configuration in Manage Route Maps.
* B. Incorrect: Hiding the Route Map on the form is not a configuration option in Manage Route Maps; it is controlled in Form Template Settings.
* C. Correct: Step Exit Reminder is a supported configuration.
* D. Incorrect: "Modify Form Route Map" is not a specific configuration option; it refers to the general action of editing the route map.
Reference:
SAP SuccessFactors Performance Management Configuration Guide, Section: "Managing Route Maps," Subsection: "Configuration Options" (Q3 2025).

NEW QUESTION # 76

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

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

Answer: A,B,E

NEW QUESTION # 77

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