

New Questions C_THR82_2505 Pdf 100% Pass | Professional C_THR82_2505: SAP Certified Associate - SAP SuccessFactors Performance and Goals 100% Pass

- (२) RE - 1031'KoP'
- (c) पहिलो वर्ष र दोस्रो वर्षको व्याज तुलना गर्नुहोस् ।
Compare the interest of the first year and second year. (2)
3. एउटा नगरपालिकाको हालको जनसङ्ख्या 1,26,075 छ । उक्त पालिकाको वार्षिक जनसङ्ख्या वृद्धिदर 2.5% प्रति वर्ष छ ।
The present population of a municipality is 1,26,075. The annual population growth rate of the municipality is 2.5% per year.
- (a) T वर्षपछिको जनसङ्ख्या निकाल्ने सूत्र लेख्नुहोस् ।
Write the formula to calculate population after T years. (1)
- (b) 2 वर्षअघि उक्त नगरपालिकाको जनसङ्ख्या कति थियो ? पत्ता लगाउनुहोस् ।
What was the population of that municipality before 2 years? Find it. (2)
- (c) यदि यो वर्ष 1075 जना विविध कारणले वसाइ सरेर अन्यत्रै जान्छन भने अवको 1 वर्षपछिको त्यस नगरपालिकाको जनसङ्ख्या कति पुग्ला, निकाल्नुहोस् ।
If 1075 people migrate to other places due to different circumstances in this year then what will be the population of that municipality after 1 year? Find it. (1)
4. नेपाल राष्ट्र बैङ्कले मिति 2082/08/05 गते प्रकाशन गरेको मुद्रा विनिमयदर अनुसार अमेरिकी डलर (\$) 1 को खरिददर र विक्रीदर क्रमशः ने.रु. 141.64 र ने.रु. 142.24 थियो ।
The exchange rate published by Nepal Rastra Bank on dated 2082/08/05 states the buying and selling rate for American dollar (\$) were NRs. 141.64 and NRs.142.24 respectively.
- (a) नेपाली रुपैयाँलाई अमेरिकन डलरमा साट्न बैङ्कले कुन दर प्रयोग गर्छ ? लेख्नुहोस् ।
Which rate will the bank use to exchange Nepalese rupees into American dollar? Write it. (1)
- (b) ने.रु.7,96,544 सँग कति अमेरिकी डलर (\$) साट्न सकिन्छ ? पत्ता लगाउनुहोस् ।
How much American dollar (\$) can be exchanged with NRs.7,96,544? Find it. (1)
- (c) यदि केही समयपछि नेपाली रुपैयाँ 0.3% ले अवमूल्यन भयो भने उक्त डलरलाई पुनः नेपाली रुपैयाँमा साट्दा समग्रमा कति नाफा वा नोक्सान हुन्छ ? पत्ता लगाउनुहोस् ।
If the Nepali rupees is devaluated by 0.3% after some time, what is the profit or loss made when the US dollar. exchanged back in Nepali rupees? Find it. (2)

क्रमशः

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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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.
Topic 4	<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 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.
Topic 6	<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 7	<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 8	<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 9	<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 (Q61-Q66):

NEW QUESTION # 61

Which actions are available for a Process Owner on the Evaluation Summary in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Add or remove participants
- B. Add an overall comment
- C. Open Detailed 360 Report
- D. Change overall rating from participants

Answer: B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a 360 Review, the Process Owner has specific actions they can perform in the Evaluation Summary.

According to the SAP SuccessFactors documentation:

- * Option A: The Process Owner can open the Detailed 360 Report to view comprehensive feedback and analysis.
- * Option C: The Process Owner can add an overall comment to summarize the evaluation or provide additional context.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "In the Evaluation Summary of a 360 Review, the Process Owner can perform actions such as opening the Detailed 360 Report to review aggregated feedback and adding an overall comment to provide final remarks or insights about the evaluation process." Explanation of Options:

- * A. Correct: Opening the Detailed 360 Report is a standard action for Process Owners.
- * B. Incorrect: Changing the overall rating from participants is not typically allowed, as ratings are aggregated based on participant inputs and system rules.
- * C. Correct: Adding an overall comment is a supported action for the Process Owner.
- * D. Incorrect: Adding or removing participants is generally managed during the setup phase, not in the Evaluation Summary.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Evaluation Summary Actions," Subsection: "Process Owner Permissions" (Q3 2025).

NEW QUESTION # 62

In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved.

Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. `<min-error-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</min-error-msg>`
- B. `<rater-cat-min-err-msg>![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</rater-cat-min-err-msg>`
- C. `<min-rater-count>8</min-rater-count>`
- D. `<min-rater-complete-count>8</min-rater-complete-count>`
- E. `<min-warning-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</min-warning-msg>`

Answer: A,B,C

NEW QUESTION # 63

A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What should the customer do to achieve this?

Note: There are 2 correct answers to this question.

- A. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).
- B. In RBP > General User Permission, grant permission to Create Forms.
- C. In Form Template Settings, enable Allow form creator to select anyone as the subject.
- D. In Form Template Settings, change the Default Targets to HR Reports Only.

Answer: B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To allow an HR representative to create performance forms for their HR reports only from the Performance tab:

* Option A: Grant the "Create Forms" permission in Role-Based Permissions (RBP) under General User Permission to allow form creation.

* Option C: In Form Template Settings, enable the "Allow form creator to select anyone as the subject" option to permit the HR representative to choose specific subjects (HR reports).

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable HR representatives to create forms from the Performance tab, grant the 'Create Forms' permission in RBP under General User Permission. Additionally, in Form Template Settings, enable the 'Allow form creator to select anyone as the subject' option to allow selection of specific employees, such as HR reports, as form subjects." Explanation of Options:

- * A. Correct: The "Create Forms" permission in RBP is required for form creation.
- * B. Incorrect: "Mass Create Form Instances" is for bulk form creation, not specific to individual HR reports.
- * C. Correct: Enabling subject selection allows targeting HR reports.
- * D. Incorrect: There is no "Default Targets to HR Reports Only" setting in Form Template Settings.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Form Creation Permissions," Subsection: "RBP and Form Template Settings" (Q3 2025).

NEW QUESTION # 64

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed. Which configuration is available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from others tab?

- A. Remove others-rating-tab-item-permission and include tab-item refid="item-rating"
- B. Remove item-cmt-rating permission to hide the Unofficial User Rating
- C. Remove user-item-cmt-rating permission to hide the Unofficial User Rating
- **D. Remove subject-item-rating permission to hide the Employee Rating**

Answer: D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When using Rating Option 2 (two rating fields displayed), the subject-item-rating permission controls the visibility of the Employee Rating. Removing this permission hides the redundant rating field while keeping unofficial ratings visible in the Ratings from others tab.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "For Rating Option 2, removing the subject-item-rating permission hides the Employee Rating field, ensuring only one rating field is displayed while maintaining visibility of unofficial ratings in the Ratings from others tab." Explanation of Options:

- * A. Correct: Removing subject-item-rating hides the Employee Rating.
- * B. Incorrect: others-rating-tab-item-permission is not a valid permission.
- * C. Incorrect: item-cmt-rating is not related to rating fields.
- * D. Incorrect: user-item-cmt-rating is not relevant to this configuration.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rating Option 2 Configuration," Subsection: "Field Permissions" (Q3 2025).

NEW QUESTION # 65

Which permissions for approved sessions can be granted to facilitators?

Note: There are 3 correct answers to this question.

- A. Write
- B. Delete
- **C. Reopen**
- **D. Finalize**
- **E. Export**

Answer: C,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Facilitators of approved calibration sessions can be granted permissions to:

- * Export: Export session data for reporting.
- * Finalize: Complete the session and lock ratings.
- * Reopen: Reopen a finalized session for further adjustments.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "Facilitators of approved calibration sessions can be granted permissions to export session data, finalize the session to lock ratings, and reopen a finalized session for additional changes, subject to role-based permissions." Explanation of Options:

- * A. Correct: Export permission is supported.

