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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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 8	<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 9	<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.

>> SAP C-THR82-2505 Test Passing Score <<

C-THR82-2505 Test Passing Score - Efficient C-THR82-2505 Exam Registration and First-Grade SAP Certified Associate - SAP SuccessFactors Performance and Goals Study Plan

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q37-Q42):

NEW QUESTION # 37

Your customer wants to change the default labels in the Summary section for both Manual Overall Rating and Calculated Overall Rating. Where can the customer do this?

Note: There are 2 correct answers to this question.

- A. In XML <calc-rating-label>
- B. In Manage Templates > Choose an alternate label for the rating field
- C. In XML <calc-summary-rating-label>
- D. In XML <overall-rating-label>

Answer: A,D

NEW QUESTION # 38

Which of the following applies to the Delegation in Performance Reviews feature?

Note: There are 2 correct answers to this question.

- A. Delegators CANNOT add, edit, or delete goals for a delegatee.
- B. The form templates available to create delegation requests can be restricted in role-based permissions.
- C. Administrators CANNOT create delegation requests on behalf of other users.
- D. Delegation requests can be automatically cancelled if the delegatee does not accept or declines the request.

Answer: B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Delegation in Performance Reviews feature includes:

- * Restricted templates via RBP: Form templates for delegation can be limited by role-based permissions.
- * Automatic cancellation: Delegation requests are cancelled if not accepted or declined.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "Delegation requests can be restricted to specific form templates using role-based permissions. Additionally, delegation requests are automatically cancelled if the delegatee does not accept or declines the request." Explanation of Options:

- * A. Incorrect: Delegators can add, edit, or delete goals, depending on permissions.
- * B. Correct: Templates can be restricted via RBP.
- * C. Correct: Requests are cancelled if not accepted.
- * D. Incorrect: Administrators can create delegation requests on behalf of others.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Delegation Feature," Subsection: "Configuration and Behavior" (Q3 2025).

NEW QUESTION # 39

Which of the following are applicable to the Employee Information section?

- A. Custom elements can be displayed.
- B. Elements CANNOT be reordered.
- C. Section content can be edited on the form.
- D. Elements can be relabeled specifically per form template.

Answer: A,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Employee Information section in performance forms supports:

- * Relabeling elements per form template: Elements can be customized with specific labels.
- * Displaying custom elements: Additional custom fields can be included.
- * Editing section content: Users with appropriate permissions can edit content on the form.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Employee Information section allows elements to be relabeled specifically for each form template, supports the display of custom elements, and permits editing of section content by users with appropriate permissions. Elements can also be reordered as needed." Explanation of Options:

- * A. Correct: Elements can be relabeled per form template.
- * B. Correct: Custom elements can be displayed.
- * C. Correct: Section content can be edited on the form.
- * D. Incorrect: Elements can be reordered, contrary to the statement.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Employee Information Section," Subsection: "Configuration Options" (Q3 2025).

NEW QUESTION # 40

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management?

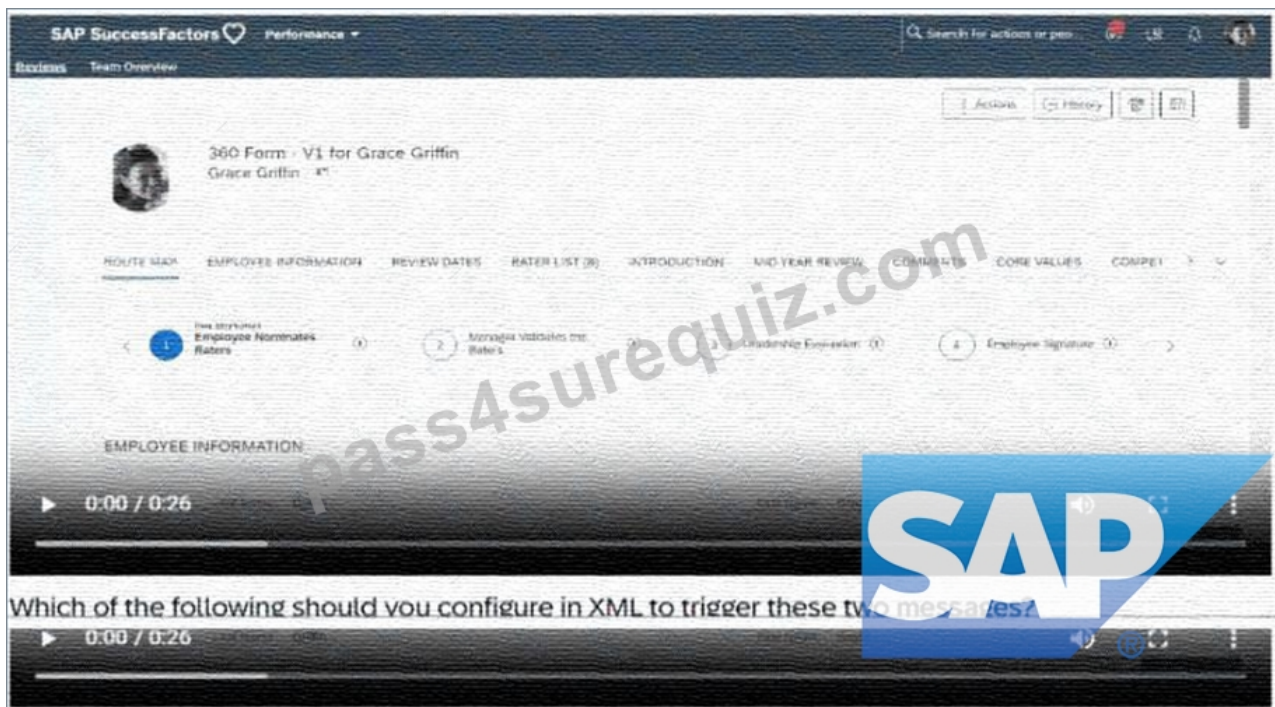
Note: There are 3 correct answers to this question.

- A. Give the direct manager permission to access the employee's goal plan template in Role-Based Permissions.
- B. Add the "obj-edit" in a performance form template XML.
- C. Configure the <plan-layout> to include switch buttons.
- D. Define <obj-plan-states> in the goal plan template XML.
- E. Add <permission for="change-state"> to <role-name><![CDATA[EM]]</role-name> in the goal plan template XML.

Answer: A,D,E

NEW QUESTION # 41

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. `<min-rater-count>8</min-rater-count>`
- C. `<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>`
- 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

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To trigger messages when changes to the rater list in a 360 Review form do not meet configured requirements, the following XML elements are used:

- * `<min-rater-count>`: Sets the minimum number of raters required (e.g., 8).
- * `<min-error-msg>`: Defines the error message for when the total rater count is insufficient.
- * `<rater-cat-min-err-msg>`: Specifies the error message for when a specific category's rater count is insufficient.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "To enforce minimum rater requirements in 360 Reviews, configure `<min-rater-count>` to set the minimum number of raters, `<min-error-msg>` to display an error for insufficient total raters, and `<rater-cat-min-err-msg>` for category-specific rater shortages." Explanation of Options:

- * A. Correct: `<min-rater-count>8</min-rater-count>` sets the minimum rater requirement.
- * B. Correct: `<min-error-msg>` triggers the total rater count error message.
- * C. Correct: `<rater-cat-min-err-msg>` triggers category-specific rater count errors.
- * D. Incorrect: `<min-warning-msg>` is not a standard element for 360 Reviews; errors are typically used.
- * E. Incorrect: `<min-rater-complete-count>` is not a valid element in this context.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Rater List Configuration," Subsection: "Error Messages" (Q3 2025).

NEW QUESTION # 42

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