

Valid SAP C-THR82-2505 Test Pattern - C-THR82-2505 Reliable Exam Practice



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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">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 3	<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 4	<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 5	<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 6	<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 7	<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 8	<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 9	<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.

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C-THR82-2505 Reliable Exam Practice, Latest C-THR82-2505 Dumps Sheet

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q11-Q16):

NEW QUESTION # 11

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

Answer: B,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 # 12

What are the main characteristics of skills?

Note: There are 2 correct answers to this question.

- A. Skills can be recommended to employees using AI capabilities.
- B. Skills can be mapped to Job Roles with Job Description Manager.
- C. Skills can be rated on attribute sections in Performance and 360 Reviews forms.
- D. Skills can be associated to behaviors.

Answer: A,D

NEW QUESTION # 13

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, and production tenants.
- B. Customers can grant access to the dashboard to partners.
- C. It can be accessed by using SAP For Me.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: B,C

NEW QUESTION # 14

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session?

Note: There are 2 correct answers to this question.

- A. When subjects with comments from the current session are NOT marked as discussed.
- B. When any of the views in the session include unrated subjects.
- C. When distribution guidelines are enforced but NOT met within the calibration session.
- D. When rank column is set as required and some subjects are NOT ranked in the Bin view.

Answer: C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

- * Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.
- * Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."

Explanation of Options:

- * A. Incorrect: Unmarked comments do not prevent session finalization.
- * B. Correct: Unranked subjects with a required rank column prevent finalization.
- * C. Correct: Non-compliant distribution guidelines prevent finalization.
- * D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection: "Restrictions" (Q3 2025).

In your goal plan, you notice some warnings as shown in the screenshot. What do these warnings mean?

- Answer: C**

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