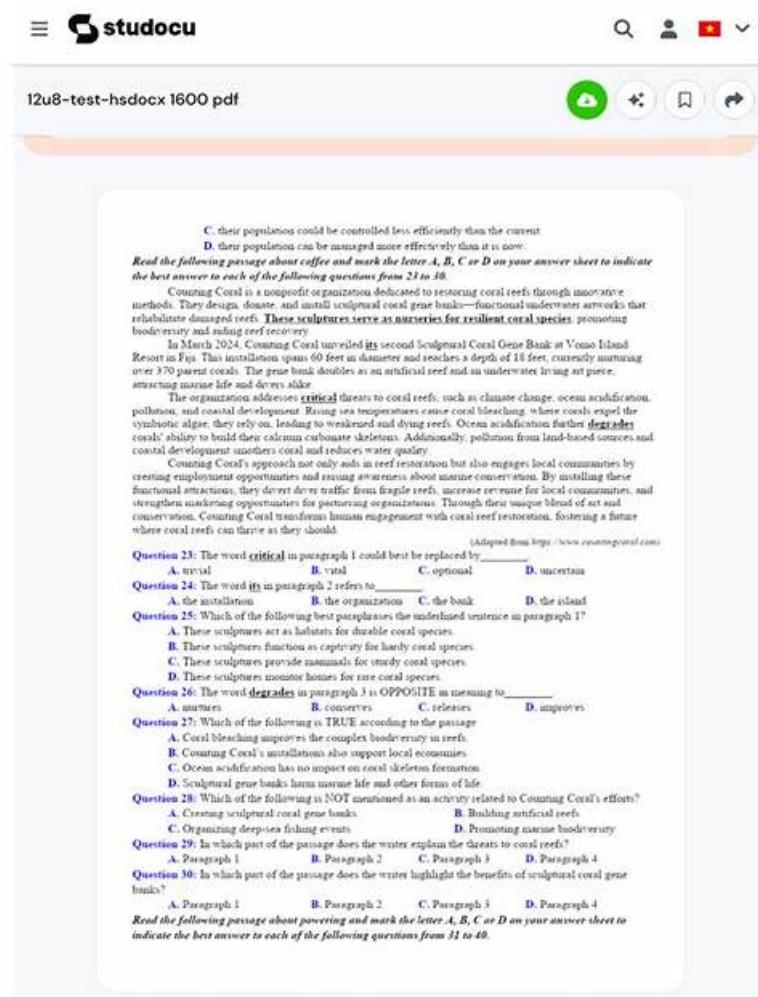


# SAP C-THR82-2505 Valid Exam Prep | C-THR82-2505 Test Sample Online



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**Counting Coral** is a nonprofit organization dedicated to restoring coral reefs through innovative methods. They design, dose, and install sculptural coral gene banks—functional underwater structures that relate to marine life. **These sculptures serve as nurseries for resilient coral species**, promoting biodiversity and marine conservation. In March 2024, Counting Coral installed its second **Artificial Coral Gene Bank** at Venus Island Resort in Fiji. This installation spans 60 feet in diameter and reaches a depth of 18 feet, currently nurturing over 370 parent corals. The gene bank doubles as an artificial reef and a underwater living art piece, attracting marine life and divers alike.

The organization addresses **critical threats** to coral reefs, such as climate change, ocean acidification, pollution, and coastal development. Rising sea temperatures cause coral bleaching, where corals expel the symbiotic algae they rely on, leading to weakened and dying reefs. Ocean acidification further **degrades** corals' ability to build their calcium carbonate skeletons. Additionally, pollution from land-based sources and coastal development smother coral and reduces water quality.

Counting Coral's approach not only aids in reef restoration but also engages local communities by creating employment opportunities and raising awareness about marine conservation. By installing these functional structures, they divert divers' traffic from fragile reefs, increase revenue for local communities, and strengthen marketing opportunities for partnering organizations. Through their unique blend of art and conservation, Counting Coral transforms human engagement with coral reef restoration, fostering a future where coral reefs can thrive as they should.

(Adapted from <http://www.counting-coral.com>)

**Question 23:** The word **critical** in paragraph 1 could best be replaced by \_\_\_\_\_.

A. trivial      B. vital      C. optional      D. uncertain

**Question 24:** The word **its** in paragraph 2 refers to \_\_\_\_\_.

A. the installation      B. the organization      C. the bank      D. the island

**Question 25:** Which of the following best paraphrases the underlined sentence in paragraph 1?

A. These sculptures act as habitats for durable coral species.  
B. These sculptures function as nurseries for hardy coral species.  
C. These sculptures provide nurseries for sturdy coral species.  
D. These sculptures monitor homes for rare coral species.

**Question 26:** The word **degrades** in paragraph 3 is OPPOSITE in meaning to \_\_\_\_\_.

A. nurtures      B. converts      C. releases      D. improves

**Question 27:** Which of the following is TRUE according to the passage?

A. Coral bleaching improves the complex biodiversity in reefs.  
B. Counting Coral's installations also support local economies.  
C. Ocean acidification has no impact on coral skeleton formation.  
D. Sculptural gene banks harm marine life and other forms of life.

**Question 28:** Which of the following is NOT mentioned as an activity related to Counting Coral's efforts?

A. Creating sculptural coral gene banks      B. Building artificial reefs  
C. Organizing deep-sea fishing events      D. Promoting marine biodiversity

**Question 29:** In which part of the passage does the writer explain the threats to coral reefs?

A. Paragraph 1      B. Paragraph 2      C. Paragraph 3      D. Paragraph 4

**Question 30:** In which part of the passage does the writer highlight the benefits of sculptural coral gene banks?

A. Paragraph 1      B. Paragraph 2      C. Paragraph 3      D. Paragraph 4

**Read the following passage about powering and mark the letter A, B, C or D on your answer sheet to indicate the best answer to each of the following questions from 31 to 40.**

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## SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q47-Q52):

### NEW QUESTION # 47

Which of the following are characteristics of an EZ Rater section? Note: There are 3 correct answers to this question.

- A. EZ-Rater can be turned on from Admin Center Manage Templates.
- B. `<sect-mode="EZ-Rater">` can be configured for Goal and Competency sections to compare employee and manager ratings side by side.
- C. EZ Rater includes an on-form Gap Analysis graph.
- D. `<sect-mode="EZ-Rater">` can be configured for the Competency section only, to compare employee and manager ratings side by side.
- E. The items within the EZ Rater section will collapse by default.

**Answer: B,C,D**

### NEW QUESTION # 48

What are some end user capabilities of the latest version of Goal Management?

Note: There are 3 correct answers to this question.

- A. Managers can copy personal goals on behalf of their direct reports.
- B. Goals can be imported or exported directly from a Goal Plan.
- C. Users can manage Milestones for personal and team goals.
- D. Employees can search for inactive users in the People Selector.
- E. Goals can be created using the SMART Goal Wizard.

**Answer: B,C,E**

#### **NEW QUESTION # 49**

Which of the following field types can be configured as custom fields in the goal plan? Note: There are 2 correct answers to this question.

- A. table
- B. textarea
- C. comment
- D. enum

**Answer: B,D**

#### **NEW QUESTION # 50**

Where can you add and update translations for the section name and description in a 360 Review form?

Note: There are 2 correct answers to this question.

- A. In Manage Templates, by adding the msgKey
- B. In Manage Languages, by adding the translations
- C. In the XML template, by referencing the msgKey
- D. In Manage Form Label Translations, by adding the translations in a CSV file

**Answer: C,D**

#### **NEW QUESTION # 51**

A user who is NOT defined in the route map needs to provide both ratings and comments in the performance review. Which of the following are required to achieve this? Note: There are 2 correct answers to this question.

- A. The Disable Ask For Edit Routing option should be disabled.
- B. The user should have access to Subject Rating.
- C. The Disable Ask For Comment Routing option should be disabled.
- D. The user should have access to Unofficial User Rating.

**Answer: A,C**

#### **NEW QUESTION # 52**

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