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1. What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct answers to this question.

- A. The administrator can delete only feedback given or received by active users.
- B. The administrator CANNOT restore feedback once the feedback is deleted.
- C. The administrator can only delete feedback given in the last three months.
- D. The administrator can access all information, including feedback content from others.

Answer: A B

2. Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Provide discussion topics
- B. Access the Delete Continuous Feedback page
- C. Support multiple roles
- D. Use AI-assisted writing
- E. Prevent feedback deletion by users

Answer: A C E

3. What can you do in the Feedback Received tab in Continuous Feedback? Note: There are 2 correct answers to this question.

- A. Filter to only show feedback with a linked achievement.
- B. Access the profile card to drill down into employee details.
- C. Filter to only show feedback with a linked activity.
- D. Decline a feedback request.

Answer: C D

4. A manager is giving feedback to an employee using Generative AI.

Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario? Note:

There are 2 correct answers to this question.

- A. The manager can use AI to change the tone of the writing and make it personable.
- B. The manager can use AI to link the feedback given to a specific activity.
- C. The manager can use AI to make the feedback actionable.
- D. The manager can use AI to add an attachment to the feedback that was given.

Answer: A C

5. Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Create a new development goal from your activities view.
- B. Add attachments to one of your activities.
- C. Provide coaching advice to your direct report in the 1:1 meeting.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Send a channel invitation to your colleague to have regular 1:1 meetings.

Answer: A B D

6. Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you

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Exam

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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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">• 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 5	<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 6	<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 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q70-Q75):

NEW QUESTION # 70

Which of the following are possible for the manager-initiated Calibration Sessions?

Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 71

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box.

Which of the following fields should you consider when defining field permissions for this section?

Note: There are 2 correct answers to this question.

- A. item-cmt-rating
- B. subject-item-rating
- C. item-rating
- D. user-item-cmt-rating

Answer: A,C

NEW QUESTION # 72

When will ratings be displayed as a drop-down list? Note: There are 3 correct answers to this question.

- A. When using rating scales below 5 points
- B. When hiding numeric values
- C. When showing numeric values
- D. When using matrix grid rating scales
- E. When using rating scales over 5 points

Answer: B,D,E

NEW QUESTION # 73

What can an administrator do when accessing the Delete Continuous Feedback page?

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- B. The administrator can only delete feedback given in the last three months.
- C. The administrator can delete only feedback given or received by active users.
- D. The administrator can access all information, including feedback content from others.

Answer: A,C

NEW QUESTION # 74

What are possible actions for the Last Rating tab in a Performance Management form?

Note: There are 2 correct answers to this question.

- A. It can prepopulate on the item-rating by default.
- B. It can be hidden using field-permissions.
- C. It is NOT supported for skill ratings.
- D. It can include proficiency ratings from Growth Portfolio.

Answer: A,D

NEW QUESTION # 75

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