

# New SAP C-THR82-2505 Test Sample & C-THR82-2505 Most Reliable Questions

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## SAP C\_THR82\_2505 Exam

### SAP Certified Associate - SAP SuccessFactors Performance and Goals

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

## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q48-Q53):

### NEW QUESTION # 48

Where can you associate a route map with a performance form template? Note: There are 2 correct answers to this question.

- A. Manage Route Maps > Related Templates
- B. Manage Templates > General Settings > Advanced Settings
- C. Manage Templates > General Settings
- D. Manage Templates > General Settings > Show advanced options

Answer: B,C

### NEW QUESTION # 49

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

- A. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- B. Categories can always be removed if the user has permissions to edit the section.
- C. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- D. Custom roles CANNOT be included as participants.

Answer: A,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Rater section in performance forms:

- \* Pre-populates based on relationships: The participant list is automatically filled based on roles like manager or peer.
- \* Supports warning/error messages: Messages can be configured for participant count limits.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Rater section pre-populates participants based on their role relationship to the employee (e.g., manager, peer). Administrators can define warning or error messages if the number of participants exceeds or does not meet the configured limits." Explanation of Options:

- \* A. Incorrect: Categories cannot always be removed; it depends on configuration and permissions.
- \* B. Correct: The list pre-populates based on role relationships.
- \* C. Incorrect: Custom roles can be included as participants.
- \* D. Correct: Warning/error messages can be defined for participant counts.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rater Section Configuration," Subsection: "Participant Management" (Q3 2025).

### NEW QUESTION # 50

A manager navigates to a direct report's goal plan and notices that one of the goals does NOT have the option View Alignment Chart available from the goal card actions. What are possible reasons as to why the option is NOT visible?

Note: There are 2 correct answers to this question.

- A. The goal plan template is NOT the default one.
- B. The manager has no permission to Access Goal Alignment Chart for the direct report.

- C. The goal is NOT cascaded to or from another goal.
- D. The goal is NOT a personal goal, but a Team Goal.

Answer: B,D

#### NEW QUESTION # 51

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

Answer: C,D

#### NEW QUESTION # 52

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 link the feedback given to a specific activity.
- B. The manager can use AI to change the tone of the writing and make it personable.
- 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: B,C

#### NEW QUESTION # 53

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