

# C-THR82-2505 Certification Training & C-THR82-2505 Exam Dumps & C-THR82-2505 Study Guide



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

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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>

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### SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q66-Q71):

#### NEW QUESTION # 66

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 distribution guidelines are enforced but NOT met within the calibration session.**
- **C. When rank column is set as required and some subjects are NOT ranked in the Bin view.**
- D. When any of the views in the session include unrated subjects.

**Answer: B,C**

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 unrated 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 unrated 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: Unrated 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).

#### NEW QUESTION # 67

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

**Answer: B,D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To allow a user not defined in the route map to provide ratings and comments:

- \* Disable Ask For Edit Routing: Must be disabled to allow editing by non-route map users.
- \* Disable Ask For Comment Routing: Must be disabled to allow comments by non-route map users.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable a user not in the route map to provide ratings and comments, ensure that 'Disable Ask For Edit Routing' and 'Disable Ask For Comment Routing' are disabled in the form template settings." Explanation of Options:

- \* A. Correct: Disabling Ask For Edit Routing allows ratings.
- \* B. Correct: Disabling Ask For Comment Routing allows comments.
- \* C. Incorrect: Subject Rating access is for route map users.
- \* D. Incorrect: Unofficial User Rating is not required for this scenario.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Non-Route Map User Access," Subsection: "Rating and Comment Permissions" (Q3 2025).

### NEW QUESTION # 68

Which of the following action permissions are supported in the latest version of Goal Management and can be configured in the goal plan template?

Note: There are 3 correct answers to this question.

- A. import-goal
- B. private-access
- C. change-state
- D. launch-assessment-form
- E. cascade-align

Answer: B,C,E

### NEW QUESTION # 69

What can an administrator do to a competency from the front end? Note: There are 2 correct answers to this question.

- A. Associate a competency with an achievement.
- B. Remove a job-specific competency from an existing form.
- C. Mark the competency as core.
- D. Edit the competency description.

Answer: C,D

### NEW QUESTION # 70

What happens when you use Auto-Populate in the Goal Section of the Performance Management Form? Note: There are 2 correct answers to this question.

- A. A goal deleted from the Goal Plan will also be deleted from the Performance Management Form.
- B. A goal deleted from the Goal Plan will still appear with a message "no longer exists on goal plan" in the Performance Management Form
- C. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form.
- D. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form.

Answer: B,D

### NEW QUESTION # 71

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