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5 TIPS TO PASS THE SAP C_THR82_2505 EXAM

01 UTILIZE THE STUDY GUIDE
Understand the structure and the key topics covered in the exam.

TAKE PRACTICE TESTS 02
Websites like ERPPrep provide excellent resources that mimic the format and style of the actual exam.

03 REVIEW SAMPLE QUESTIONS
Familiarize yourself with the types of questions you might face, which can be found on certification preparation sites.

STUDY REGULARLY 04
Set a study schedule that allows you to cover all the material thoroughly and revisit difficult topics.

05 JOIN STUDY GROUPS
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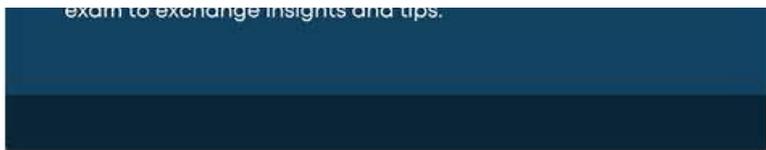
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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Job Architecture and Attributes: This section of the exam assess|es 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 2	• 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 3	• 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 4	• 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	• 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	• 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 7	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q36-Q41):

NEW QUESTION # 36
What can users do with a form during a collaborative route map step?

- A. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- B. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.
- C. The form can be sent to another user with the Get Feedback button.
- D. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.

Answer: B

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
In a collaborative route map step, the form is available in all participants' inboxes simultaneously, but only one user can edit it at a time to prevent conflicts.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"During a collaborative route map step, the performance form appears in all participants' inboxes at the same time, but only one user can make edits at a time to ensure data integrity." Explanation of Options:
* A. Incorrect: The Get Feedback button is not specific to collaborative steps.
* B. Correct: Only one user can edit at a time in a collaborative step.
* C. Incorrect: Simultaneous editing by multiple users is not supported.
* D. Incorrect: Sending the form back and forth is not a feature of collaborative steps.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "Route Map Steps," Subsection:
"Collaborative Step Behavior" (Q3 2025).

NEW QUESTION # 37
Which of the following feedback data can you use as a source to generate AI-Assisted Insights in Performance forms?
Note: There are 3 correct answers to this question.

- A. Data from Get Feedback
- B. Data from Comments on Performance forms
- C. Data from Ask for Feedback
- D. Data from Continuous Feedback
- E. Data from Comments on Development Goals

Answer: B,C,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
AI-Assisted Insights in Performance forms leverage specific feedback data sources to generate actionable insights. According to the SAP SuccessFactors documentation, the supported sources include:
* Comments on Performance forms: Textual comments provided in performance forms.
* Continuous Feedback: Feedback collected through the Continuous Performance Management (CPM) module.
* Ask for Feedback: Feedback collected via the Ask for Feedback feature.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"AI-Assisted Insights can be generated from feedback data sourced from Comments on Performance forms, Continuous Feedback in the CPM module, and responses collected via the Ask for Feedback feature. These sources provide rich textual data for AI analysis to produce meaningful insights." Explanation of Options:
* A. Correct: Comments on Performance forms are a valid source for AI-Assisted Insights.
* B. Correct: Continuous Feedback is supported for AI analysis.
* C. Correct: Ask for Feedback responses are included as a data source.
* D. Incorrect: Comments on Development Goals are not explicitly supported for AI-Assisted Insights.
* E. Incorrect: "Get Feedback" is not a recognized feature in SAP SuccessFactors for AI-Assisted Insights.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection:
"Supported Data Sources" (Q3 2025).

NEW QUESTION # 38

Which of the following Detailed 360 Report views can you turn on from Form Template Settings? Note: There are 2 correct answers to this question.

- A. Hidden Strength and Blind Spot view
- B. Graphical Summary view
- C. Gap Analysis view
- D. Rank view

Answer: C,D

NEW QUESTION # 39

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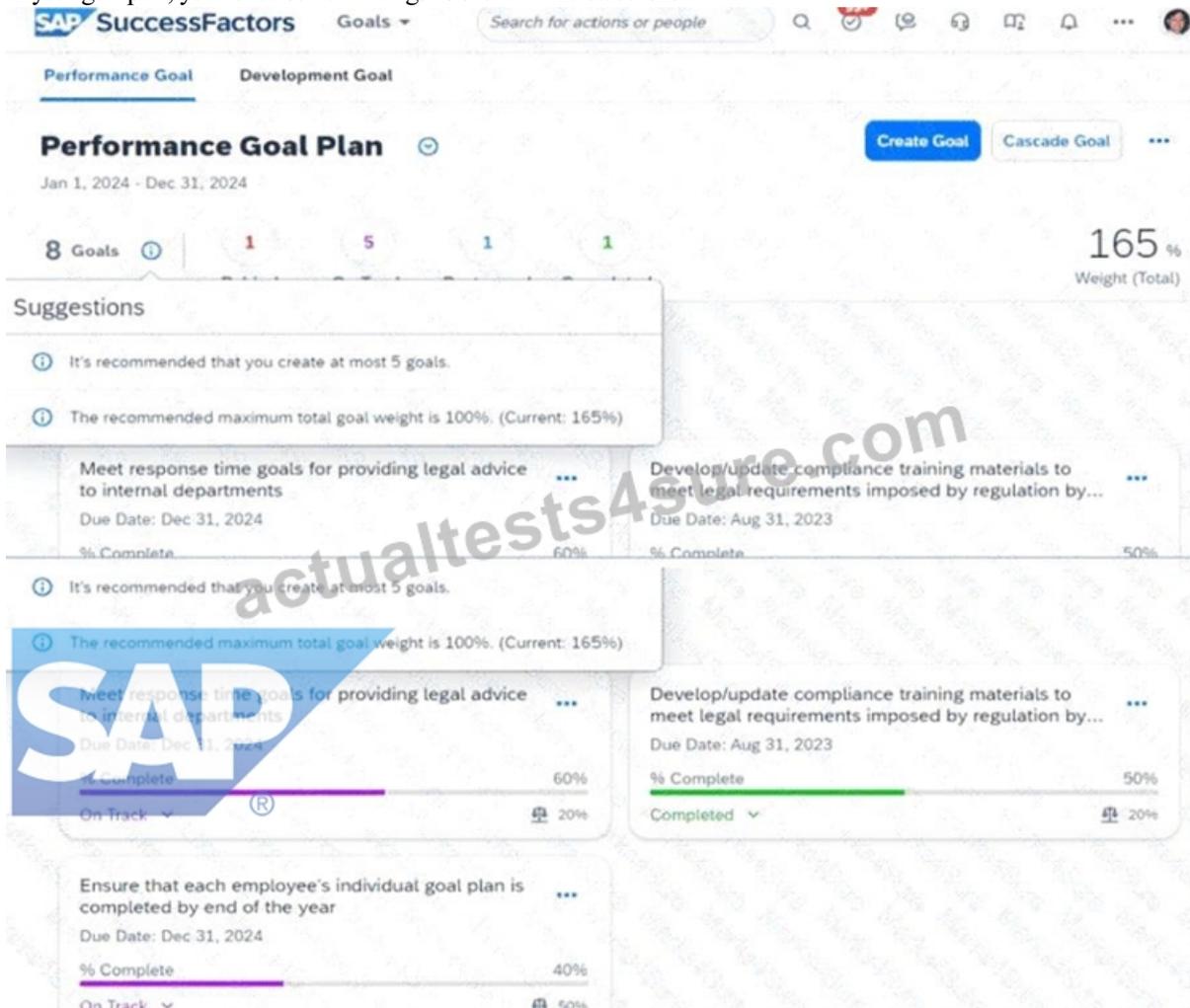
What do these warnings mean?

- A. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.</max-goals></max-weight><
/max-goals-per-category></max-weight></min-goals></max-weight></min-goals></weight-total>
- B. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
- C. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- D. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.

Answer: A

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
Warnings in a goal plan typically indicate that configured limits are not met. The warning in this case suggests that the total weight of

goals exceeds <max-weight> (set to 100) or the number of goals exceeds
<max-goals> (set to 5) for the entire goal plan.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Goal Management Guide (Q3 2025):"Warnings in the goal plan are triggered when the total weight exceeds
the <max-weight> limit (e.g., 100) or the number of goals exceeds the
<max-goals> limit (e.g., 5) defined for the entire goal plan."
Explanation of Options:
* A. Incorrect: <weight-total> is not a standard attribute; <max-weight> is used.
* B. Incorrect: <min-goals> is not typically paired with <max-weight> for warnings.
* C. Incorrect: <max-goals-per-category> applies to categories, not the entire plan.
* D. Correct: <max-weight> of 100 and <max-goals> of 5 are the correct limits triggering the warning.
Reference:
SAP SuccessFactors Goal Management Guide, Section: "Goal Plan Warnings," Subsection: "Limit Configurations" (Q3 2025).

NEW QUESTION # 40
An employee is assigned a new manager during a 360 Review in-progress evaluation, and the old manager is the Process Owner.
Where can an administrator enable the option to ensure the new manager is designated as the Process Owner for the ongoing
review?

- A. In Form Template Settings
- B. In 360 Review form > Add Approver
- C. In Automatic Manager Transfer tool
- D. In Configure Change Engine

Answer: A

NEW QUESTION # 41
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