

# C-THR82-2505 Lead2pass - C-THR82-2505 Practice Exam



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

Topic	Details
Topic 1	<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 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>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>
Topic 4	<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 5	<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 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>
Topic 9	<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>

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### SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q25-Q30):

#### NEW QUESTION # 25

How are skills populated in the attribute section of a form?

Note: There are 3 correct answers to this question.

- A. Managers assign skills to their direct reports from the Org Chart.
- B. Skills mapped to the users' job roles are visible in the Job Specific Attribute section.
- C. Users add skills manually to the form when the section is `<configurable="true">`.
- D. Administrators assign skills to users from Admin Center.
- E. Skills are hard-coded in the Custom Attribute section.

**Answer: B,C,D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Skills in the attribute section of a performance form can be populated as follows:

\* Administrators assign skills: Done via Admin Center for specific users.

\* Users add skills manually: If the section is configured as `<configurable="true">`.

\* Skills mapped to job roles: Appear in the Job Specific Attribute section based on Talent Intelligence Hub mappings.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025):"Skills can be populated in the attribute section by administrators assigning skills in Admin Center, users manually adding skills when

`<configurable="true">` is set, and skills mapped to job roles appearing in the Job Specific Attribute section via Talent Intelligence Hub configurations." Explanation of Options:

\* A. Correct: Administrators can assign skills in Admin Center.

- \* B. Correct: Users can add skills if the section is configurable.
- \* C. Incorrect: Skills are not hard-coded in the Custom Attribute section.
- \* D. Incorrect: Managers do not assign skills via the Org Chart.
- \* E. Correct: Job role-mapped skills appear in the Job Specific Attribute section.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Attribute Section Configuration," Subsection: "Skill Population" (Q3 2025).sap.com

#### NEW QUESTION # 26

Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills. Which of the following actions can an administrator complete from Manage Talent Intelligence Hub? Note: There are 3 correct answers to this question.

- A. Set up a Proficiency Rating Scale
- B. Import Attribute Libraries
- C. Map Skills to Job Roles
- D. Categorize Attributes using Tags
- E. Assign Rating History Type to form templates

Answer: A,D,E

#### NEW QUESTION # 27

An employee wants to use Generative AI to create performance goals.

Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals?

Note: There are 3 correct answers to this question.

- A. metric
- B. desc
- C. state
- D. milestones
- E. comments

Answer: A,B,D

#### NEW QUESTION # 28

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

Answer: C,D

#### NEW QUESTION # 29

Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions? Note: There are 3 correct answers to this question.

- A. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.
- B. Distribution range and group of ratings can be defined for any data source in the Calibration template.
- C. Multiple ratings can be grouped together under the same distribution guideline.
- D. Additional operators besides = are supported.
- E. A red bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.

**Answer: A,B,D**

## NEW QUESTION # 30

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