

# SAP C-THR82-2505 Questions - For Best Result [2026]



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

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 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>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 8	<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>

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In our study, we found that many people have the strongest ability to use knowledge for a period of time at the beginning of their knowledge. As time goes on, memory fades. Our C-THR82-2505 training materials are designed to help users consolidate what they have learned, will add to the instant of many training, the user can test their learning effect in time after finished the part of the learning content, have a special set of wrong topics in our C-THR82-2505 Guide dump, enable users to find their weak spot of knowledge in this function, iterate through constant practice, finally reach a high success rate. As a result, our C-THR82-2505 study questions are designed to form a complete set of the contents of practice can let users master knowledge as much as possible, although such repeated sometimes very boring, but it can achieve good effect of consolidation.

## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q80-Q85):

### NEW QUESTION # 80

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.
- **B. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).**
- C. Define the Section Comments field as a required field for the role providing the final rating (like EM).
- D. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To ensure a performance form has a rating of record in the Summary section with manual rating enabled, the best practice is to define the Manual Overall Rating as a required field for the role providing the final rating (e.g., EM - Employee's Manager).

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "To ensure a rating of record in the Summary section with manual rating enabled, define the Manual Overall Rating field as required for the role providing the final rating, such as the Employee's Manager (EM), to enforce rating completion." Explanation of Options:

- \* A. Incorrect: "Allow Override Unrated" does not ensure a rating of record; it allows bypassing unrated sections.
- \* B. Incorrect: Requiring the Section Comments field does not ensure a rating is provided.
- \* C. Correct: Requiring the Manual Overall Rating field ensures a rating of record.
- \* D. Incorrect: Enforce Maximum Overall Score (EMOS) sets score limits, not a requirement for rating completion.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Summary Section Configuration," Subsection: "Rating of Record Best Practices" (Q3 2025).

### NEW QUESTION # 81

What can an administrator do to edit the attribute details for a skill from the Manage Talent Intelligence Hub tool?

- A. Modify the attribute type for a skill
- B. Add and remove tags for a skill
- C. Update an inferred skill to confirmed
- D. Delete the skill if it is no longer being used

**Answer: C**

### NEW QUESTION # 82

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

**Answer: B,D**

### NEW QUESTION # 83

What are some end user capabilities of the latest version of Goal Management?

Note: There are 3 correct answers to this question.

- A. Goals can be created using the SMART Goal Wizard.
- B. Users can manage Milestones for personal and team goals.
- C. Managers can copy personal goals on behalf of their direct reports.
- D. Goals can be imported or exported directly from a Goal Plan.
- E. Employees can search for inactive users in the People Selector.

**Answer: A,B,D**

### NEW QUESTION # 84

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

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

**Answer: C,D**

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.

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

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