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1.What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct answers to this question.

- A. The administrator can delete only feedback given or received by active users.
- B. The administrator CANNOT restore feedback once the feedback is deleted.
- C. The administrator can only delete feedback given in the last three months.
- D. The administrator can access all information, including feedback content from others.

Answer: A B

2.Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Provide discussion topics
- B. Access the Delete Continuous Feedback page
- C. Support multiple roles
- D. Use AI-assisted writing
- E. Prevent feedback deletion by users

Answer: A C E

3.What can you do in the Feedback Received tab in Continuous Feedback? Note: There are 2 correct answers to this question.

- A. Filter to only show feedback with a linked achievement.
- B. Access the profile card to drill down into employee details.
- C. Filter to only show feedback with a linked activity.
- D. Decline a feedback request.

Answer: C D

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

5.Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Create a new development goal from your activities view.
- B. Add attachments to one of your activities.
- C. Provide coaching advice to your direct report in the 1:1 meeting.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Send a channel invitation to your colleague to have regular 1:1 meetings.

Answer: A B D

6.Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you

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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • 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 2	<ul style="list-style-type: none"> • 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.
Topic 3	<ul style="list-style-type: none"> • 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.
Topic 4	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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.

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2026 SAP Fantastic C-THR82-2505: New Soft SAP Certified Associate - SAP SuccessFactors Performance and Goals Simulations

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q12-Q17):

NEW QUESTION # 12

You are configuring hidden-threshold="2" for the Direct Report category.

What can happen when the subject of the form has only one direct report in the list of raters? Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.
- B. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- C. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.
- D. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.

Answer: C,D

NEW QUESTION # 13

You are calibrating overall ratings using performance as data source. What are some of the requirements for the Calibration Session to be successfully validated?

Note: There are 3 correct answers to this question.

- A. The location of the Calibration Session must be specified.

- B. All the subjects' review forms must be at the calibration step in the route map.
- C. The subject(s) of the Calibration Session must be defined.
- D. The calibration template to be used in the Calibration Session must be specified.
- E. The Calibration Session planned activation date must be defined.

Answer: B,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

For a Calibration Session using performance as the data source to be successfully validated:

- * Subjects defined: The employees to be calibrated must be specified.
- * Calibration template specified: The template defines the calibration criteria.
- * Forms at calibration step: All subjects' forms must be at the calibration step in the route map.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "To validate a Calibration Session with performance as the data source, define the subjects, specify the calibration template, and ensure all subjects' review forms are at the calibration step in the route map." Explanation of Options:

- * A. Correct: Subjects must be defined.
- * B. Incorrect: Location is not a mandatory requirement for validation.
- * C. Incorrect: Planned activation date is not required for validation.
- * D. Correct: The calibration template must be specified.
- * E. Correct: Forms must be at the calibration step.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Session Validation," Subsection: "Requirements" (Q3 2025).

NEW QUESTION # 14

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form. The weights should be editable by end users, and the goal section should display item weights in the Summary.

Which of the following attributes are relevant to achieve this requirement? Note: There are 2 correct answers to this question.

- A. lock-item-weights="false"
- B. configurable="true"
- C. in-overall-rating="true"
- D. no-weight="true"

Answer: A,C

NEW QUESTION # 15

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 the Section Comments field as a required field for the role providing the final rating (like EM).
- C. Define Manual Overall Rating 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: C

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 # 16

Which of the following are characteristics of the integration between Dynamic Teams and Goal Management?

Note: There are 2 correct answers to this question.

- A. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically 70%.
- B. The Performance Goals to be linked to the Objective and Key Results (OKRs) can only be selected from the default goal plan.
- C. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically below 70%.
- D. The Enable Linking to Performance Goals option can be turned on from the Dynamic Teams Configuration page.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The integration between Dynamic Teams and Goal Management supports OKR functionality with specific characteristics:

- * Option B: Each objective can have up to 5 key results, with a typical Degree of Success (DOS) target of 70%.
- * Option C: The Enable Linking to Performance Goals option is configurable from the Dynamic Teams Configuration page.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "When OKR functionality is enabled for Dynamic Teams, each objective can include up to 5 key results, with a typical Degree of Success (DOS) target set at 70%. The integration with Goal Management can be enabled by turning on the

'Enable Linking to Performance Goals' option in the Dynamic Teams Configuration page." Explanation of Options:

- * A. Incorrect: The typical DOS target is 70%, not below 70%.
- * B. Correct: Up to 5 key results with a 70% DOS target is accurate.
- * C. Correct: The linking option is configured in Dynamic Teams Configuration.
- * D. Incorrect: Performance Goals linked to OKRs are not restricted to the default goal plan; they can be selected from any configured goal plan.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Dynamic Teams and OKR Integration," Subsection: "Configuration Details" (Q3 2025).

NEW QUESTION # 17

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