

C-THR82-2505 Prep Exam & C-THR82-2505 Latest Torrent & C-THR82-2505 Training Guide



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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">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.
Topic 3	<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 4	<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.
Topic 5	<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 6	<ul style="list-style-type: none">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 7	<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 8	<ul style="list-style-type: none"> • 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.
Topic 9	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q13-Q18):

NEW QUESTION # 13

How are competencies populated in the competency section of a form? Note: There are 3 correct answers to this question.

- A. Administrators assign competencies to users from Admin Center.
- B. Users add competencies manually in the form when the section is <configurable="true">
- C. Competencies mapped to the users' job roles by the administrator are visible in the Job Specific Competency section.
- D. Managers assign Core Competencies to their direct reports from the Org Chart.
- E. Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML.

Answer: B,C,E

NEW QUESTION # 14

What is the purpose of the user-defined step in a single-step route map?

- A. To ensure all performance forms are routed to the same user in that step
- B. To assign the form to a group of people
- C. To split the sections of the form and send each of them to different users for validation
- D. To make sure the form comes back to the user's inbox at the end of the workflow

Answer: A

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The user-defined step in a single-step route map ensures that all performance forms are routed to a specific user (or role) defined in that step.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "A user-defined step in a single-step route map ensures that all performance forms are routed to the same user or role specified in the step, streamlining the review process." Explanation of Options:

- * A. Correct: The step routes forms to a specific user or role.
- * B. Incorrect: Assigning to a group is not the purpose of a single-step route map.
- * C. Incorrect: Splitting sections is not supported in a single-step route map.
- * D. Incorrect: Returning to the user's inbox is not the purpose of this step.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Configuration," Subsection:

"User-Defined Step" (Q3 2025).

NEW QUESTION # 15

You want to create a goal plan template.

Which of the following methods are recommended? Note: There are 3 correct answers to this question.

- A. Copy an existing goal plan and save as a new version in Manage Templates.
- B. Download a template from the SuccessStore.
- C. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Manage Templates.
- D. Download a template from the Software Download Center.
- E. Copy an existing goal plan XML. change the plan ID to a unique ID, and import it in Provisioning.

Answer: A,B,E

NEW QUESTION # 16

Where can you disable the external email address option to collect feedback related to the Ask For Feedback functionality?

- A. In Form Template Settings
- B. In the form template XML with a specific tag
- C. In Company System and Logo Settings
- D. In Performance Management Feature Settings

Answer: A

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The option to disable the external email address for collecting feedback in the Ask For Feedback functionality is configured in Form Template Settings.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To disable the external email address option for the Ask For Feedback feature, administrators can configure this setting in Form Template Settings, ensuring that feedback collection is restricted to internal users only." Explanation of Options:

- * A. Incorrect: Performance Management Feature Settings do not control this specific option.
- * B. Correct: Form Template Settings is the correct location.
- * C. Incorrect: Company System and Logo Settings are unrelated to feedback configuration.
- * D. Incorrect: While XML configurations exist, this specific setting is managed in Form Template Settings, not via a tag.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Ask For Feedback Configuration," Subsection: "External Email Settings" (Q3 2025).

NEW QUESTION # 17

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. Categorize Attributes using Tags
- C. Import Attribute Libraries
- D. Map Skills to Job Roles
- E. Assign Rating History Type to form templates

Answer: A,B,E

NEW QUESTION # 18

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