C_THR82_2505 100% Accuracy & Exam C_THR82_2505 Cram Review

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	• 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 2	• 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.

Topic 3	• 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	• 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 5	• 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 6	• 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 7	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q66-Q71):

NEW QUESTION # 66
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. in-overall-rating="true"
- C. configurable="true"
- D. no-weight="true"

Answer: A,B

NEW QUESTION # 67
What action does the following XML code allow a manager to perform from their goal plan?
<permission for="cascade-push">
<role-name><![CDATA[EM+]]></role-name>
</permission>

- A. A manager can cascade goals to their manager's goal plan.
- B. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.

- C. A manager can cascade goals to all employees in their reporting chain.
- D. A manager can cascade a goal from their direct report's goal plan.

Answer: C

NEW QUESTION # 68

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

Answer: B,D,E

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
The Assisted Performance Goals feature, which leverages Generative AI, supports the following standard field IDs in the Goal Plan template:
* milestones: Allows AI to generate milestone-based progress tracking.
* desc: Supports AI-generated goal descriptions.
* metric: Enables AI to define measurable metrics for goals.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Goal Management Guide (Q3 2025):"The Assisted Performance Goals feature, powered by Generative AI, supports standard field IDs such as milestones, desc, and metric in the Goal Plan template to generate structured and measurable goals." Explanation of Options:
* A. Incorrect: The comments field is not supported for AI-assisted goal creation.
* B. Incorrect: The state field is for goal status and not AI-supported.
* C. Correct: milestones is supported for AI-generated milestones.
* D. Correct: desc is supported for goal descriptions.
* E. Correct: metric is supported for defining measurable outcomes.
Reference:
SAP SuccessFactors Goal Management Guide, Section: "Assisted Performance Goals," Subsection:
"Supported Field IDs" (Q3 2025).

NEW QUESTION # 69

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,B

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
To transfer goal weights from the Goal Plan to the Performance Management Form with editable weights and display in the Summary section:
* configurable="true": Allows end users to edit weights in the form.
* lock-item-weights="false": Ensures weights are not locked and remain editable.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"To enable goal weights to transfer from the Goal Plan to the

Performance Management Form with editable weights displayed in the Summary section, set configurable="true" and lock-item-weights="false" in the form template XML." Explanation of Options:
* A. Incorrect: no-weight="true" disables weighting, not enabling it.
* B. Incorrect: in-overall-rating="true" includes goals in overall rating calculations, not weight editing.
* C. Correct: configurable="true" enables weight editing.
* D. Correct: lock-item-weights="false" allows weight modifications.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "Goal Weight Integration," Subsection:
"Form Configuration" (Q3 2025).

NEW QUESTION # 70
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 Disable Ask For Edit Routing option should be disabled.
- C. The Disable Ask For Comment Routing option should be disabled.
- D. The user should have access to Unofficial User Rating.

Answer: B,C

NEW QUESTION # 71
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