

Need for SAP C_THR82_2505 Exam Questions in Your Preparation

5 TIPS TO PASS THE SAP C_THR82_2505 EXAM

01 UTILIZE THE STUDY GUIDE

Understand the structure and the key topics covered in the exam.

TAKE PRACTICE TESTS 02

Websites like ERPPrep provide excellent resources that mimic the format and style of the actual exam.

03 REVIEW SAMPLE QUESTIONS

Familiarize yourself with the types of questions you might face, which can be found on certification preparation sites.

STUDY REGULARLY 04

Set a study schedule that allows you to cover all the material thoroughly and revisit difficult topics.

05 JOIN STUDY GROUPS

Engage with other candidates preparing for the same exam to exchange insights and tips.

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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<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 5	<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 6	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q45-Q50):

NEW QUESTION # 45

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed. Which configuration is

available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from others tab?

- A. Remove others-rating-tab-item-permission and include tab-item-refid="item-rating"
- B. Remove user-item-cmt-rating permission to hide the Unofficial User Rating
- C. Remove subject-item-rating permission to hide the Employee Rating
- D. Remove item-cmt-rating permission to hide the Unofficial User Rating

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When using Rating Option 2 (two rating fields displayed), the subject-item-rating permission controls the visibility of the Employee Rating. Removing this permission hides the redundant rating field while keeping unofficial ratings visible in the Ratings from others tab.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "For Rating Option 2, removing the subject-item-rating permission hides the Employee Rating field, ensuring only one rating field is displayed while maintaining visibility of unofficial ratings in the Ratings from others tab." Explanation of Options:

- * A. Correct: Removing subject-item-rating hides the Employee Rating.
- * B. Incorrect: others-rating-tab-item-permission is not a valid permission.
- * C. Incorrect: item-cmt-rating is not related to rating fields.
- * D. Incorrect: user-item-cmt-rating is not relevant to this configuration.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rating Option 2 Configuration," Subsection: "Field Permissions" (Q3 2025).

NEW QUESTION # 46

You need to map skills to a new job family in your organization. Which tools are available to you to achieve this?

Note: There are 2 correct answers to this question.

- A. Manage Job Profile Content Import/Export
- B. Manage Talent Intelligence Hub
- C. Import and Export Data
- D. Manage Job Profiles

Answer: A,D

NEW QUESTION # 47

Which of the following are characteristics of an EZ Rater section? Note: There are 3 correct answers to this question.

- A. <sect-mode="EZ-Rater"> can be configured for the Competency section only, to compare employee and manager ratings side by side.
- B. <sect-mode="EZ-Rater"> can be configured for Goal and Competency sections to compare employee and manager ratings side by side.
- C. EZ Rater includes an on-form Gap Analysis graph.
- D. EZ-Rater can be turned on from Admin Center Manage Templates.
- E. The items within the EZ Rater section will collapse by default.

Answer: A,B,C

NEW QUESTION # 48

You would like to use AI-Assisted Insights in Performance Management forms. What are the requirements to use this capability in addition to an SAP AI Units license?

Note: There are 3 correct answers to this question.

- A. Define a Manager single step in the Route Map associated to the form template
- B. Enable the feature from Provisioning > Company Settings and grant permissions from AI Access category to the required role

- C. Enable the feature from Admin Center and grant permissions from AI Access category to the required role
- D. Enable Assisted Performance Insights for Manager Review in Form Template Settings
- E. Define a collaborative step in the Route Map including Manager and HR Rep

Answer: A,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To use AI-Assisted Insights in Performance Management forms, in addition to an SAP AI Units license, the following are required:

- * Enable in Admin Center and grant AI Access permissions: The feature must be activated, and roles need appropriate permissions.
- * Manager single step in Route Map: A step involving the manager is required for insights generation.
- * Enable Assisted Performance Insights in Form Template Settings: This setting enables the feature for specific forms.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable AI-Assisted Insights, administrators must activate the feature in Admin Center and grant permissions via the AI Access category. A Manager single step must be defined in the Route Map, and the Assisted Performance Insights option must be enabled in Form Template Settings." Explanation of Options:

- * A. Correct: Enabling in Admin Center and granting AI Access permissions is required.
- * B. Incorrect: Provisioning is not used for this feature; Admin Center is the correct location.
- * C. Correct: A Manager single step is required in the Route Map.
- * D. Incorrect: A collaborative step with Manager and HR Rep is not required.
- * E. Correct: Enabling Assisted Performance Insights in Form Template Settings is necessary.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection: "Configuration Requirements" (Q3 2025).

NEW QUESTION # 49

Which permissions for approved sessions can be granted to facilitators?

Note: There are 3 correct answers to this question.

- A. Write
- B. Export
- C. Delete
- D. Reopen
- E. Finalize

Answer: B,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Facilitators of approved calibration sessions can be granted permissions to:

- * Export: Export session data for reporting.
- * Finalize: Complete the session and lock ratings.
- * Reopen: Reopen a finalized session for further adjustments.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "Facilitators of approved calibration sessions can be granted permissions to export session data, finalize the session to lock ratings, and reopen a finalized session for additional changes, subject to role-based permissions." Explanation of Options:

- * A. Correct: Export permission is supported.
- * B. Incorrect: Delete permission is not typically granted for approved sessions.
- * C. Correct: Finalize permission is supported.
- * D. Incorrect: Write permission is not a standard term for calibration sessions; edit permissions are covered under other roles.
- * E. Correct: Reopen permission is supported.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Facilitator Permissions," Subsection: "Approved Sessions" (Q3 2025).

NEW QUESTION # 50

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