

# C\_THR82\_2505 Zertifikatsdemo - C\_THR82\_2505 Examsfragen



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<https://drive.google.com/open?id=1rLXHEhkzRBJPflwRmXoeJ7SvQvFPT9em>

Die Lerntipps zur SAP C\_THR82\_2505 Prüfung von DeutschPrüfung können ein Leuchtturm in Ihrer Karriere sein. Denn es enthält alle Prüfungsfragen und Antworten zur C\_THR82\_2505 Zertifizierung. Wählen Sie DeutschPrüfung und es kann Ihnen helfen, die SAP C\_THR82\_2505 Prüfung zu bestehen. Das ist absolut eine weise Entscheidung. DeutschPrüfung ist Ihr Helfer und Sie können bessere Resultate bei weniger Einsatz erzielen.

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## C\_THR82\_2505 zu bestehen mit allseitigen Garantien

DeutschPrüfung ist eine Website, die vielen Kandidaten Bequemlichkeiten bietet, ihre Bedürfnisse abdecken und sowie ihren Traum verwirklichen können. Wenn Sie sich noch große Sorgen um die SAP C\_THR82\_2505 (SAP Certified Associate - SAP SuccessFactors Performance and Goals) IT-Zertifizierungsprüfungen machen, wenden Sie sich doch an DeutschPrüfung. DeutschPrüfung macht Sie ruhig, weil wir viele Schulungsunterlagen zur SAP C\_THR82\_2505 IT-Zertifizierungsprüfung haben. Sie sind von guter Qualität, zielgerichtet und enthalten viele Wissensgebiete, die Ihnen große Hilfe leisten können. Wenn Sie DeutschPrüfung wählen, würden Sie niemals bereuen. Denn Sie werden Ihren Berufstraum verwirklichen können.

### SAP C\_THR82\_2505 Prüfungsplan:

Thema	Einzelheiten
Thema 1	<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>
Thema 2	<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>

Thema 3	<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>
Thema 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Thema 5	<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>

## SAP Certified Associate - SAP SuccessFactors Performance and Goals C\_THR82\_2505 Prüfungsfragen mit Lösungen (Q74-Q79):

### 74. Frage

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session?

Note: There are 2 correct answers to this question.

- A. When subjects with comments from the current session are NOT marked as discussed.
- B. When distribution guidelines are enforced but NOT met within the calibration session.
- C. When any of the views in the session include unrated subjects.
- D. When rank column is set as required and some subjects are NOT ranked in the Bin view.

**Antwort: B,D**

Begründung:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

- \* Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.
- \* Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

- \* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."

Explanation of Options:

- \* A. Incorrect: Unmarked comments do not prevent session finalization.
- \* B. Correct: Unranked subjects with a required rank column prevent finalization.
- \* C. Correct: Non-compliant distribution guidelines prevent finalization.
- \* D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection: "Restrictions" (Q3 2025).

### 75. Frage

In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved.

Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. `<min-warning-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</min-warning-msg>`
- B. `<rater-cat-min-err-msg>![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</rater-cat-min-err-msg>`
- C. `<min-rater-complete-count>8</min-rater-complete-count>`
- D. `<min-error-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</min-error-msg>`
- E. `<min-rater-count>8</min-rater-count>`

**Antwort: B,D,E**

### 76. Frage

Your customer wants to change the Status that should determine whether a goal is completed and update the logic for existing engagement cards on the Home Page. Which steps do you need to take in Manage Templates to achieve this requirement?

Note: There are 2 correct answers to this question.

- A. Select the Convert button once you set the new status to achieve the goal.
- **B. Set the new status to trigger goal completion.**
- **C. Select the Refresh button once you set the new status to achieve the goal.**
- D. Set the new status as the default field value to achieve the goal.

**Antwort: B,C**

Begründung:

Comprehensive and Detailed Explanation From Exact Extract:

To change the status that determines goal completion and update engagement cards:

\* Set the new status: Configure the new status in Manage Templates to trigger goal completion.

\* Select the Refresh button: Refreshes the system to apply the new status to existing engagement cards.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Goal Management Guide (Q3 2025): "To update the status that triggers goal completion, set the new status in Manage Templates. After setting the status, select the Refresh button to update existing engagement cards on the Home Page to reflect the new completion logic." Explanation of Options:

\* A. Correct: Setting the new status is required.

\* B. Incorrect: Setting the status as a default field value is not relevant to goal completion.

\* C. Correct: The Refresh button updates engagement cards.

\* D. Incorrect: The Convert button is used for template conversion, not status updates.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Goal Status Configuration," Subsection: "Engagement Card Updates" (Q3 2025).

### 77. Frage

What are the main characteristics of skills?

Note: There are 2 correct answers to this question.

- A. Skills can be mapped to Job Roles with Job Description Manager.
- **B. Skills can be associated to behaviors.**
- C. Skills can be rated on attribute sections in Performance and 360 Reviews forms.
- **D. Skills can be recommended to employees using AI capabilities.**

**Antwort: B,D**

### 78. Frage

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. item-rating**
- B. user-item-cmt-rating
- **C. item-cmt-rating**
- D. subject-item-rating

**Antwort: A,C**

### 79. Frage

