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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 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">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 6	<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.

C_THR82_2505 Valid Test Blueprint, Relevant C_THR82_2505 Answers

With the development of science and technology, getting C_THR82_2505 certification as one of the most powerful means to show your ability has attracted more and more people to be engaged in the related exams. Thus there is no doubt that candidates for the exam are facing ever-increasing pressure of competition. Since C_THR82_2505 Certification has become a good way for all of the workers to prove how capable and efficient they are. But it is universally accepted that only the studious people can pass the complex C_THR82_2505 exam.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q34-Q39):

NEW QUESTION # 34

Your customer wants to change the default labels in the Summary section for both Manual Overall Rating and Calculated Overall Rating. Where can the customer do this?

Note: There are 2 correct answers to this question.

- A. In XML <calc-summary-rating-label>
- B. In Manage Templates > Choose an alternate label for the rating field
- C. In XML <overall-rating-label>
- D. In XML <calc-rating-label>

Answer: C,D

NEW QUESTION # 35

Which of the following are possible for the manager-initiated Calibration Sessions?

Note: There are 2 correct answers to this question.

- A. The templates available to managers can be restricted from role-based permissions.
- B. Direct reports can be added as participants or subjects.
- C. Default facilitator(s) CANNOT be changed.
- D. Calibration views can be modified by managers.

Answer: B,C

NEW QUESTION # 36

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. Define the Section Comments field as a required field for the role providing the final rating (like EM).
- B. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.
- C. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.
- D. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).

Answer: D

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 # 37

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

Answer: B,D

NEW QUESTION # 38

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 make sure the form comes back to the user's inbox at the end of the workflow
- C. To split the sections of the form and send each of them to different users for validation
- D. To assign the form to a group of people

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 # 39

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