

# C\_THR82\_2505 Training Courses, Valid C\_THR82\_2505 Exam Online



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## SAP C\_THR82\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<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>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 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>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 7	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 8	<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>
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### SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q71-Q76):

#### NEW QUESTION # 71

Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)?

Note: There are 3 correct answers to this question.

- A. Prevent feedback deletion by users
- B. Support multiple roles
- C. Use AI-assisted writing
- D. Provide discussion topics
- E. Access the Delete Continuous Feedback page

**Answer: A,B,D**

#### NEW QUESTION # 72

You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?

Note: There are 3 correct answers to this question.

- A. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.
- B. The goal plan template you converted will retain its original <obj-plan-id>.
- C. The goal plan template you converted will get a new <obj-plan-id> between 1 - 1000.
- D. The goal plan template CANNOT be converted if Group Goal data exists.
- E. The original goal plan template is deleted since it CANNOT be used anymore.

**Answer: A,B,D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When converting a legacy goal plan template to the latest version:

\* Cannot convert with Group Goal data: Group Goals are not supported in the latest version.

\* Original template renamed as Backup: The legacy template is preserved as read-only with a "Backup" suffix.

\* Retains original <obj-plan-id>: The converted template keeps its original ID.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Goal Management Guide (Q3 2025):"Converting a legacy goal plan template to the latest version is not possible if Group Goal data exists. The original template is renamed as

<Original Name> Backup and set to read-only mode, while the converted template retains its original <obj-plan-id>."

Explanation of Options:

\* A. Correct: Group Goal data prevents conversion.

- \* B. Incorrect: The original template is not deleted; it is renamed as Backup.
- \* C. Incorrect: The <obj-plan-id> is not changed to a new value.
- \* D. Correct: The original template is renamed as Backup.
- \* E. Correct: The original <obj-plan-id> is retained.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

### NEW QUESTION # 73

Where can you add and update translations for the section name and description in a 360 Review form?

Note: There are 2 correct answers to this question.

- A. In Manage Form Label Translations, by adding the translations in a CSV file
- B. In Manage Templates, by adding the msgKey
- C. In Manage Languages, by adding the translations
- D. In the XML template, by referencing the msgKey

**Answer: A,D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Translations for section names and descriptions in a 360 Review form can be managed in two ways:

- \* Option A: By referencing the msgKey in the XML template, translations can be defined and linked to specific section names and descriptions.
- \* Option B: In Manage Form Label Translations, translations can be uploaded via a CSV file, allowing bulk updates for multiple languages.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "Translations for section names and descriptions in 360 Review forms can be managed by defining msgKey attributes in the form template XML, which reference localized strings. Alternatively, administrators can use the Manage Form Label Translations tool to upload translations via a CSV file for efficient management of multiple languages." Explanation of Options:

- \* A. Correct: The msgKey in the XML template is used to reference translations.
- \* B. Correct: The Manage Form Label Translations tool supports CSV uploads for translations.
- \* C. Incorrect: Manage Languages is used for enabling languages in the system, not for adding specific translations for form sections.
- \* D. Incorrect: Manage Templates allows configuration of the form but does not directly support adding msgKey for translations.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Localization and Translations," Subsection: "Managing Form Translations" (Q3 2025).

### NEW QUESTION # 74

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

**Answer: A**

### NEW QUESTION # 75

You are configuring hidden-threshold="2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters?

Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct

report category.

- B. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.
- C. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- D. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.

**Answer: B,D**

## NEW QUESTION # 76

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