

SAP C-THR82-2505 Valid Exam Prep | Real C-THR82-2505 Exams



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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">• 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 3	<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 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"> 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"> 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q13-Q18):

NEW QUESTION # 13

Which of the following limits are enforced in the Goal Plan template? Note: There are 2 correct answers to this question.

- A. max-weight-per-obj
- B. min-weight-per-obj
- C. min-goals
- D. max-weight

Answer: A,B

NEW QUESTION # 14

What is required when you want to generate comments in 360 Reviews using AI-Assisted Writing?

- A. Assign a rating to a competency, skill, or behavior and do NOT enter any comment.
- B. Select an option from the suggested six topics when no rating is assigned.
- C. Add comments manually and select the text to generate an AI-Assisted comment.
- D. Assign a rating to a performance or development goal and add comments manually.

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To generate comments in 360 Reviews using AI-Assisted Writing, users must add comments manually and then select the text to generate an AI-assisted version of the comment.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "AI-Assisted Writing in 360 Reviews requires users to manually add comments and then select the text to generate an AI-assisted version, which can refine or enhance the comment based on AI analysis." Explanation of Options:

- * A. Correct: Manual comments must be added and selected for AI assistance.
- * B. Incorrect: Assigning a rating without a comment does not trigger AI-Assisted Writing.
- * C. Incorrect: There are no "suggested six topics" for this feature.
- * D. Incorrect: Assigning a rating to a goal with manual comments is not required.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "AI-Assisted Writing," Subsection: "Comment Generation" (Q3 2025).

NEW QUESTION # 15

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. no-weight="true"
- B. configurable="true"
- C. lock-item-weights="false"
- D. in-overall-rating="true"

Answer: C,D

NEW QUESTION # 16

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

Answer: A,D

NEW QUESTION # 17

Which of the following are possible in the Ask for Feedback feature? Note: There are 2 correct answers to this question.

- A. The Ask for Feedback system label button can be customized from Text Replacement.
- B. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.
- C. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- D. Ask for Feedback is a global setting that CANNOT be disabled at the form template level.

Answer: A,B

NEW QUESTION # 18

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