

# C-THR82-2505 actual study guide & C-THR82-2505 training torrent prep

## 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"> <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 2	<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>
Topic 3	<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 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>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.</li> </ul>
Topic 8	<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>
Topic 9	<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>

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## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q11-Q16):

### NEW QUESTION # 11

How are skills populated in the attribute section of a form?

Note: There are 3 correct answers to this question.

- A. Administrators assign skills to users from Admin Center.
- B. Skills are hard-coded in the Custom Attribute section.
- C. Managers assign skills to their direct reports from the Org Chart.
- D. Users add skills manually to the form when the section is `<configurable="true">`.
- E. Skills mapped to the users' job roles are visible in the Job Specific Attribute section.

Answer: A,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Skills in the attribute section of a performance form can be populated as follows:

- \* Administrators assign skills: Done via Admin Center for specific users.
- \* Users add skills manually: If the section is configured as `<configurable="true">`.
- \* Skills mapped to job roles: Appear in the Job Specific Attribute section based on Talent Intelligence Hub mappings.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "Skills can be populated in the attribute section by administrators assigning skills in Admin Center, users manually adding skills when `<configurable="true">` is set, and skills mapped to job roles appearing in the Job Specific Attribute section via Talent Intelligence Hub configurations." Explanation of Options:

- \* A. Correct: Administrators can assign skills in Admin Center.
- \* B. Correct: Users can add skills if the section is configurable.
- \* C. Incorrect: Skills are not hard-coded in the Custom Attribute section.
- \* D. Incorrect: Managers do not assign skills via the Org Chart.
- \* E. Correct: Job role-mapped skills appear in the Job Specific Attribute section.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Attribute Section Configuration," Subsection: "Skill Population" (Q3 2025).sap.com

### NEW QUESTION # 12

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-rater-count>8</min-rater-count>`
- B. `<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>`
- C. `<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>`
- D. `<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>`
- E. `<min-rater-complete-count>8</min-rater-complete-count>`

Answer: A,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To trigger messages when changes to the rater list in a 360 Review form do not meet configured requirements, the following XML elements are used:

- \* <min-rater-count>: Sets the minimum number of raters required (e.g., 8).
- \* <min-error-msg>: Defines the error message for when the total rater count is insufficient.
- \* <rater-cat-min-err-msg>: Specifies the error message for when a specific category's rater count is insufficient.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "To enforce minimum rater requirements in 360 Reviews, configure <min-rater-count> to set the minimum number of raters, <min-error-msg> to display an error for insufficient total raters, and <rater-cat-min-err-msg> for category-specific rater shortages." Explanation of Options:

- \* A. Correct: <min-rater-count>8</min-rater-count> sets the minimum rater requirement.
- \* B. Correct: <min-error-msg> triggers the total rater count error message.
- \* C. Correct: <rater-cat-min-err-msg> triggers category-specific rater count errors.
- \* D. Incorrect: <min-warning-msg> is not a standard element for 360 Reviews; errors are typically used.
- \* E. Incorrect: <min-rater-complete-count> is not a valid element in this context.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Rater List Configuration," Subsection: "Error Messages" (Q3 2025).

### NEW QUESTION # 13

Which options are available in Form Template Settings to change in-progress forms? Note: There are 2 correct answers to this question.

- A. Disable Delete button
- B. Enable Delete button
- C. Enable form routing to previous step
- D. Hide numeric rating values (only show text labels)

Answer: A,B

### NEW QUESTION # 14

When will ratings be displayed as a drop-down list? Note: There are 3 correct answers to this question.

- A. When hiding numeric values
- B. When using rating scales over 5 points
- C. When using matrix grid rating scales
- D. When using rating scales below 5 points
- E. When showing numeric values

Answer: A,B,C

### NEW QUESTION # 15

Your customer has 5 unique competencies for individual contributors and 5 for managers. The competencies will be translated into 11 languages and will auto-populate on a multi-language performance review form based on job code.

What attribute must be shared for all translations of the same competency to meet this requirement?

- A. ID
- B. Library name
- C. GUID
- D. Category

Answer: C

### NEW QUESTION # 16

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