

Desktop-Based/Online SAP C-THR82-2505 Practice Test



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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">• 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.
Topic 3	<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 4	<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 5	<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 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.
Topic 7	<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 8	<ul style="list-style-type: none"> • 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.
Topic 9	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q79-Q84):

NEW QUESTION # 79

Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you control when setting up a Calibration session? Note: There are 2 correct answers to this question.

- A. You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.
- **B. You can select Filter fields for the filter function across all views in the Calibration Session.**
- C. You can select additional fields to be displayed in the results table, in addition to the default search result fields.
- **D. You can select custom filters to be used in people search when you set up a Calibration Session.**

Answer: B,D

NEW QUESTION # 80

In which of the following areas can users Generate AI Insights from the Detailed 360 Report?

Note: There are 2 correct answers to this question.

- **A. Graphical Summary view**
- **B. View All Comments link**
- C. Gap Analysis view
- D. Hidden Strength and Blind Spot view

Answer: A,B

NEW QUESTION # 81

What can an administrator do with the Launch Forms tool?

Note: There are 3 correct answers to this question.

- A. Select employees based on filters.
- B. Set specific form template dates for the forms being launched.
- C. Remove one of the form sections.
- D. Disable the Ask for Feedback functionality for the forms being launched.
- E. Edit introduction texts for custom sections.

Answer: A,B,E

NEW QUESTION # 82

Which of the following are characteristics of the integration between Dynamic Teams and Goal Management?

Note: There are 2 correct answers to this question.

- A. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically below 70%.
- B. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically 70%.
- C. The Performance Goals to be linked to the Objective and Key Results (OKRs) can only be selected from the default goal plan.
- D. The Enable Linking to Performance Goals option can be turned on from the Dynamic Teams Configuration page.

Answer: B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The integration between Dynamic Teams and Goal Management supports OKR functionality with specific characteristics:

- * Option B: Each objective can have up to 5 key results, with a typical Degree of Success (DOS) target of 70%.
- * Option C: The Enable Linking to Performance Goals option is configurable from the Dynamic Teams Configuration page.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "When OKR functionality is enabled for Dynamic Teams, each objective can include up to 5 key results, with a typical Degree of Success (DOS) target set at 70%. The integration with Goal Management can be enabled by turning on the

'Enable Linking to Performance Goals' option in the Dynamic Teams Configuration page." Explanation of Options:

- * A. Incorrect: The typical DOS target is 70%, not below 70%.
- * B. Correct: Up to 5 key results with a 70% DOS target is accurate.
- * C. Correct: The linking option is configured in Dynamic Teams Configuration.
- * D. Incorrect: Performance Goals linked to OKRs are not restricted to the default goal plan; they can be selected from any configured goal plan.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Dynamic Teams and OKR Integration," Subsection: "Configuration Details" (Q3 2025).

NEW QUESTION # 83

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

Answer: A,C

NEW QUESTION # 84

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