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It is inevitable that people would feel nervous when the C_THR82_2505 exam is approaching, but the main cause of the tension is most lies with lacking of self-confidence. Our Software version of C_THR82_2505 exam questions provided by us can help every candidate to get familiar with the Real C_THR82_2505 Exam, which is meaningful for you to take away the pressure and to build confidence in the approach. If you have had the confidence in yourself so that you have won the first step on the road to success.

SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.

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"> • 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 5	<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 6	<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 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"> • 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q24-Q29):

NEW QUESTION # 24

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

Answer: C

NEW QUESTION # 25

Which of the following are available rating styles in the latest experience of Performance Management forms?

Note: There are 3 correct answers to this question.

- **A. Dropdown**
- B. Circle
- C. Radio

- D. Stars
- E. Slider

Answer: A,D,E

NEW QUESTION # 26

Which of the following roles are supported in 360 Reviews for the default rater population field?

Note: There are 3 correct answers to this question.

- A. Custom Manager (EC)
- B. All Matrix Managers (EP)
- C. All Level Manager (EM+)
- D. Direct Report (ED)
- E. Peer (EMD)

Answer: B,D,E

NEW QUESTION # 27

In your goal plan, you notice some warnings as shown in the screenshot.

The screenshot shows the SAP SuccessFactors Performance Goal Plan interface. At the top, there's a search bar and navigation icons. Below, the 'Performance Goal Plan' is displayed for the period 'Jan 1, 2024 - Dec 31, 2024'. A 'Create Goal' button is visible. A summary bar shows '8 Goals' and a total weight of '165 % Weight (Total)'. A 'Suggestions' dropdown menu is open, displaying two warnings: 'It's recommended that you create at most 5 goals.' and 'The recommended maximum total goal weight is 100% (current: 165%)'. Below the suggestions, three goal cards are visible: 'Meet response time goals for providing legal advice to internal departments' (60% complete, On Track), 'Develop/update compliance training materials to meet legal requirements imposed by regulation by...' (50% complete, Completed), and 'Ensure that each employee's individual goal plan is completed by end of the year' (40% complete, On Track). A large 'SAP' watermark is overlaid on the bottom left of the screenshot.

What do these warnings mean?

- A. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.
- B. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- C. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.
- D. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.

Answer: C

NEW QUESTION # 28

Which of the following are characteristics of an EZ Rater section? Note: There are 3 correct answers to this question.

- A. <sect-mode="EZ-Rater"> can be configured for Goal and Competency sections to compare employee and manager ratings side by side.
- B. <sect-mode="EZ-Rater"> can be configured for the Competency section only, to compare employee and manager ratings side by side.
- C. EZ-Rater can be turned on from Admin Center Manage Templates.
- D. EZ Rater includes an on-form Gap Analysis graph.
- E. The items within the EZ Rater section will collapse by default.

Answer: A,B,D

NEW QUESTION # 29

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