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Our research and development team not only study what questions will come up in the C_THR82_2505 exam, but also design powerful study tools like exam simulation software. The content of our C_THR82_2505 practice materials is chosen so carefully that all the questions for the exam are contained. And our C_THR82_2505 study materials have three formats which help you to read, test and study anytime, anywhere. This means with our products you can prepare for C_THR82_2505 exam efficiently.

SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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">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 6	<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 7	<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 8	<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.
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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q45-Q50):

NEW QUESTION # 45

Which of the following are options in the Review Information section of the performance form?

Note: There are 2 correct answers to this question.

- A. This section type is generally disabled for end users.
- B. Only fixed dates set at form template level can be made editable in the section.
- C. Review dates are hard-coded from Form Template Settings.
- D. Custom elements can be added.

Answer: A,C

NEW QUESTION # 46

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: D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When using Rating Option 2 (two rating fields displayed), the subject-item-rating permission controls the visibility of the Employee Rating. Removing this permission hides the redundant rating field while keeping unofficial ratings visible in the Ratings from others tab.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "For Rating Option 2, removing the subject-item-rating permission hides the Employee Rating field, ensuring only one rating field is displayed while maintaining visibility of unofficial ratings in the Ratings from others tab." Explanation of Options:

- * A. Correct: Removing subject-item-rating hides the Employee Rating.
- * B. Incorrect: others-rating-tab-item-permission is not a valid permission.
- * C. Incorrect: item-cmt-rating is not related to rating fields.
- * D. Incorrect: user-item-cmt-rating is not relevant to this configuration.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rating Option 2 Configuration," Subsection: "Field Permissions" (Q3 2025).

NEW QUESTION # 47

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.
- B. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.
- C. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).
- D. Define the Section Comments field as a required field for the role providing the final rating (like EM).

Answer: A

NEW QUESTION # 48

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. item-rating
- D. subject-item-rating

Answer: A,C

NEW QUESTION # 49

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

Note: There are 3 correct answers to this question.

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

Answer: A,C,D

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 # 50

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