

C-THR82-2505 Latest Test Preparation | C-THR82-2505 Premium Exam



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TestInsides's braindumps provide you the gist of the entire syllabus in a specific set of questions and answers. These study questions are most likely to appear in the actual exam. The Certification exams are actually set randomly from the database of C-THR82-2505. Thus most of the questions are repeated in C-THR82-2505 Exam and our experts after studying the previous exam have sorted out the most important questions and prepared dumps out of them. Hence TestInsides's dumps are a special feast for all the exam takers and sure to bring them not only exam success but also maximum score.

SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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 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"> • 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 8	<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 9	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q70-Q75):

NEW QUESTION # 70

What should you consider when you convert legacy templates to the latest version?

Note: There are 2 correct answers to this question.

- A. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.

- B. Any existing Group Goal data from the legacy template will be retained.</obj-plan-due></obj-plan-start>
- C. The background style for the status field is supported in both RGB and HEX.
- D. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When converting legacy goal plan templates to the latest version, administrators must consider:

- * Start and due dates: Goals must align with the <obj-plan-start> and <obj-plan-due> dates defined in the new template.
- * Textarea field limits: Fields like metric or comments are limited to 4000 characters in the latest version.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "When converting legacy goal plan templates, ensure that goal start and due dates fall within the <obj-plan-start> and <obj-plan-due> dates of the new template. Additionally, textarea fields such as metric or comments will have a maximum length of 4000 characters in the latest version." Explanation of Options:

- * A. Incorrect: Background style for the status field is not a consideration during template conversion.
- * B. Correct: Dates must align with the new template's defined range.
- * C. Correct: Textarea fields are limited to 4000 characters.
- * D. Incorrect: Group Goal data may not be retained, depending on the conversion process and template compatibility.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

NEW QUESTION # 71

What can you do with the Import Performance Goals feature?

Note: There are 3 correct answers to this question.

- A. Update goals
- B. Delete goals
- C. Delete goal comments
- D. Transfer existing goals between employees
- E. Assign team goals

Answer: A,B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Import Performance Goals feature allows administrators to:

- * Delete goals: Remove existing goals via import.
- * Transfer goals between employees: Move goals from one employee to another.
- * Update goals: Modify existing goal attributes through the import process.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Import Performance Goals feature enables administrators to delete existing goals, transfer goals between employees, and update goal attributes using a properly formatted import file."

Explanation of Options:

- * A. Incorrect: Deleting goal comments is not supported by the Import Performance Goals feature.
- * B. Correct: Deleting goals is a supported action.
- * C. Correct: Transferring goals between employees is supported.
- * D. Incorrect: Assigning team goals is not part of the Import Performance Goals feature.
- * E. Correct: Updating goals is supported.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Import Performance Goals," Subsection: "Supported Actions" (Q3 2025).

NEW QUESTION # 72

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

Answer: A,C

NEW QUESTION # 73

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.

- A. List view
- B. Bin view
- C. Executive review
- D. Dashboard view
- E. Matrix Grid view

Answer: B,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Distribution guidelines in calibration sessions are visible in specific views to help facilitators and managers ensure ratings align with organizational expectations. According to the SAP SuccessFactors documentation, these guidelines are visible in:

- * Bin view: Displays the distribution of ratings in bins, highlighting adherence to guidelines.
- * Executive review: Shows distribution guidelines for high-level oversight.
- * Dashboard view: Provides a visual representation of how ratings align with guidelines.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "Distribution guidelines in calibration sessions are visible in the Bin view, Executive review, and Dashboard view. These views allow facilitators to compare actual rating distributions against the defined guidelines to ensure alignment with organizational standards." Explanation of Options:

- * A. Correct: Bin view shows the distribution of ratings against guidelines.
- * B. Correct: Executive review includes visibility of distribution guidelines.
- * C. Incorrect: Matrix Grid view focuses on plotting employees based on two dimensions (e.g., performance and potential) but does not display distribution guidelines.
- * D. Correct: Dashboard view includes graphical representations of distribution guidelines.
- * E. Incorrect: List view provides detailed employee data but does not display distribution guidelines.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Views," Subsection: "Distribution Guidelines Visibility" (Q3 2025).

NEW QUESTION # 74

Your customer wants to change the Status that should determine whether a goal is completed and update the logic for existing engagement cards on the Home Page. Which steps do you need to take in Manage Templates to achieve this requirement?

Note: There are 2 correct answers to this question.

- A. Select the Refresh button once you set the new status to achieve the goal.
- B. Set the new status to trigger goal completion.
- C. Select the Convert button once you set the new status to achieve the goal.
- D. Set the new status as the default field value to achieve the goal.

Answer: A,B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To change the status that determines goal completion and update engagement cards:

- * Set the new status: Configure the new status in Manage Templates to trigger goal completion.
- * Select the Refresh button: Refreshes the system to apply the new status to existing engagement cards.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "To update the status that triggers goal completion, set the new status in Manage Templates. After setting the status, select the Refresh button to update existing engagement cards on the Home Page to reflect the new completion logic." Explanation of Options:

- * A. Correct: Setting the new status is required.
- * B. Incorrect: Setting the status as a default field value is not relevant to goal completion.
- * C. Correct: The Refresh button updates engagement cards.
- * D. Incorrect: The Convert button is used for template conversion, not status updates.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Goal Status Configuration," Subsection: "Engagement Card Updates" (Q3 2025).

NEW QUESTION # 75

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