

C_THR82_2505 Updated Test Cram - C_THR82_2505 Valid Braindumps Ppt



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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 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.
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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q42-Q47):

NEW QUESTION # 42

Which of the following are available configurations in Manage Route Maps? Note: There are 2 correct answers to this question.

- A. Enforce Start Date
- B. Hide Route Map on the Form
- C. Modify Form Route Map
- D. Step Exit Reminder

Answer: A,D

NEW QUESTION # 43

What are some end user capabilities of Goal Management? Note: There are 3 correct answers to this question.

- A. Spell Check can be used in text and textarea fields.
- B. Personal Goals, up to 10 at a time, can be added from a Goal Library.
- C. New and previous values of the changed fields are logged in the Audit History.
- D. A CSV header can be generated from the Goal Plan directly in the latest version of Goal Management.
- E. Users can manage Milestones for personal and team goals.

Answer: A,C,E

NEW QUESTION # 44

What can an administrator do to edit the attribute details for a skill from the Manage Talent Intelligence Hub tool?

- A. Update an inferred skill to confirmed
- B. Delete the skill if it is no longer being used
- C. Modify the attribute type for a skill
- D. Add and remove tags for a skill

Answer: A

NEW QUESTION # 45

Which of the following feedback data can you use as a source to generate AI-Assisted Insights in Performance forms?

Note: There are 3 correct answers to this question.

- A. Data from Comments on Development Goals

- B. Data from Comments on Performance forms
- C. Data from Continuous Feedback
- D. Data from Get Feedback
- E. Data from Ask for Feedback

Answer: B,C,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

AI-Assisted Insights in Performance forms leverage specific feedback data sources to generate actionable insights. According to the SAP SuccessFactors documentation, the supported sources include:

- * Comments on Performance forms: Textual comments provided in performance forms.
- * Continuous Feedback: Feedback collected through the Continuous Performance Management (CPM) module.
- * Ask for Feedback: Feedback collected via the Ask for Feedback feature.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "AI-Assisted Insights can be generated from feedback data sourced from Comments on Performance forms, Continuous Feedback in the CPM module, and responses collected via the Ask for Feedback feature. These sources provide rich textual data for AI analysis to produce meaningful insights." Explanation of Options:

- * A. Correct: Comments on Performance forms are a valid source for AI-Assisted Insights.
- * B. Correct: Continuous Feedback is supported for AI analysis.
- * C. Correct: Ask for Feedback responses are included as a data source.
- * D. Incorrect: Comments on Development Goals are not explicitly supported for AI-Assisted Insights.
- * E. Incorrect: "Get Feedback" is not a recognized feature in SAP SuccessFactors for AI-Assisted Insights.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection: "Supported Data Sources" (Q3 2025).

NEW QUESTION # 46

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

Answer: B

NEW QUESTION # 47

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