

New C-THR82-2505 Braindumps - Pdf C-THR82-2505 Format

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1.What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct answers to this question.

- A. The administrator can delete only feedback given or received by active users.
- B. The administrator CANNOT restore feedback once the feedback is deleted.
- C. The administrator can only delete feedback given in the last three months.
- D. The administrator can access all information, including feedback content from others.

Answer: A B

2.Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Provide discussion topics
- B. Access the Delete Continuous Feedback page
- C. Support multiple roles
- D. Use AI-assisted writing
- E. Prevent feedback deletion by users

Answer: A C E

3.What can you do in the Feedback Received tab in Continuous Feedback? Note: There are 2 correct answers to this question.

- A. Filter to only show feedback with a linked achievement.
- B. Access the profile card to drill down into employee details.
- C. Filter to only show feedback with a linked activity.
- D. Decline a feedback request.

Answer: C D

4.A manager is giving feedback to an employee using Generative AI.

Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario? Note: There are 2 correct answers to this question.

- A. The manager can use AI to change the tone of the writing and make it personable.
- B. The manager can use AI to link the feedback given to a specific activity.
- C. The manager can use AI to make the feedback actionable.
- D. The manager can use AI to add an attachment to the feedback that was given.

Answer: A C

5.Which of the following are valid end user actions in Continuous Performance Management (CPM)?

Note: There are 3 correct answers to this question.

- A. Create a new development goal from your activities view.
- B. Add attachments to one of your activities.
- C. Provide coaching advice to your direct report in the 1:1 meeting.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Send a channel invitation to your colleague to have regular 1:1 meetings.

Answer: A B D

6.Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you

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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 4	<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 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"> 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"> 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which of the following apply to Activity Linking in Continuous Performance Management?

Note: There are 2 correct answers to this question.

- A. Activities can be linked to a maximum of 20 Performance and 20 Development Goals from any template.**
- B. Activities can only be linked to Performance and Development Goals from default templates.
- C. Goals from unconverted legacy templates can be linked to activities.**
- D. The Create Activity quick action on the home page allows to link to a maximum of 5 goals.

Answer: A,C

NEW QUESTION # 72

A manager is giving feedback to an employee using Generative AI.

Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario? Note: There are 2 correct answers to this question.

- A. The manager can use AI to make the feedback actionable.**
- B. The manager can use AI to add an attachment to the feedback that was given.
- C. The manager can use AI to change the tone of the writing and make it personable.**
- D. The manager can use AI to link the feedback given to a specific activity.

Answer: A,C

NEW QUESTION # 73

What are some end user capabilities of the latest version of Goal Management?

Note: There are 3 correct answers to this question.

- A. Employees can search for inactive users in the People Selector.
- B. Users can manage Milestones for personal and team goals.
- C. Goals can be imported or exported directly from a Goal Plan.
- D. Managers can copy personal goals on behalf of their direct reports.
- E. Goals can be created using the SMART Goal Wizard.

Answer: B,C,E

NEW QUESTION # 74

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

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

Answer: A,B,E

NEW QUESTION # 75

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 any of the views in the session include unrated subjects.
- B. When distribution guidelines are enforced but NOT met within the calibration session.
- 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: B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

- * Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.
- * Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

- * SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."

Explanation of Options:

- * A. Incorrect: Unmarked comments do not prevent session finalization.
- * B. Correct: Unranked subjects with a required rank column prevent finalization.
- * C. Correct: Non-compliant distribution guidelines prevent finalization.
- * D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection: "Restrictions" (Q3 2025).

NEW QUESTION # 76

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