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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

2 / 4

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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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"> 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q23-Q28):

NEW QUESTION # 23

Which options are available in Form Template Settings to change in-progress forms? Note: There are 2 correct answers to this question.

- A. Disable Delete button
- B. Enable Delete button
- C. Hide numeric rating values (only show text labels)
- D. Enable form routing to previous step

Answer: A,B

NEW QUESTION # 24

What attribute do you insert at the beginning of each label tag to make translations active for that label in the form XML?

- A. messageKey=
- B. msgKey=
- C. messagekey=
- D. msgkey=

Answer: B

NEW QUESTION # 25

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

What do these warnings mean?

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

Answer: A

NEW QUESTION # 26

You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?

Note: There are 3 correct answers to this question.

- A. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.
- B. The original goal plan template is deleted since it CANNOT be used anymore.
- C. The goal plan template CANNOT be converted if Group Goal data exists.
- D. The goal plan template you converted will get a new <obj-plan-id> between 1 - 1000.
- E. The goal plan template you converted will retain its original <obj-plan-id>.

Answer: A,C,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When converting a legacy goal plan template to the latest version:

* Cannot convert with Group Goal data: Group Goals are not supported in the latest version.

* Original template renamed as Backup: The legacy template is preserved as read-only with a "Backup" suffix.

* Retains original <obj-plan-id>: The converted template keeps its original ID.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "Converting a legacy goal plan template to the latest version is not possible if Group Goal data exists. The original template is renamed as <Original Name> Backup and set to read-only mode, while the converted template retains its original <obj-plan-id>."

Explanation of Options:

- * A. Correct: Group Goal data prevents conversion.
- * B. Incorrect: The original template is not deleted; it is renamed as Backup.
- * C. Incorrect: The <obj-plan-id> is not changed to a new value.
- * D. Correct: The original template is renamed as Backup.
- * E. Correct: The original <obj-plan-id> is retained.

Reference:

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

NEW QUESTION # 27

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

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

Answer: A,B

NEW QUESTION # 28

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