

# Study C-THR82-2505 Materials & C-THR82-2505 Testking



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## SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 7	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 8	<ul style="list-style-type: none"> <li>• <b>Form Templates:</b> 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.</li> </ul>
Topic 9	<ul style="list-style-type: none"> <li>• <b>Configuration of Performance Management:</b> 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.</li> </ul>

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## C-THR82-2505 Questions and Answers: SAP Certified Associate - SAP SuccessFactors Performance and Goals & C-THR82-2505 Practice Test

DumpTorrent is a trusted platform that has been helping SAP Certified Associate - SAP SuccessFactors Performance and Goals C-THR82-2505 candidates for many years. Over this long time period, countless candidates have passed their SAP Certified Associate - SAP SuccessFactors Performance and Goals C-THR82-2505 Exam and they all got help from SAP Certified Associate - SAP SuccessFactors Performance and Goals practice questions and easily pass the final exam.

### SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q14-Q19):

#### NEW QUESTION # 14

You are configuring hidden-threshold="2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters?

Note: There are 2 correct answers to this question.

- **A. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.**
- B. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.
- C. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- **D. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.**

**Answer: A,D**

#### NEW QUESTION # 15

You are calibrating overall ratings using performance as data source. What are some of the requirements for the Calibration Session to be successfully validated?

Note: There are 3 correct answers to this question.

- **A. All the subjects' review forms must be at the calibration step in the route map.**
- B. The Calibration Session planned activation date must be defined.
- **C. The calibration template to be used in the Calibration Session must be specified.**
- **D. The subject(s) of the Calibration Session must be defined.**
- E. The location of the Calibration Session must be specified.

**Answer: A,C,D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

For a Calibration Session using performance as the data source to be successfully validated:

\* Subjects defined: The employees to be calibrated must be specified.

\* Calibration template specified: The template defines the calibration criteria.

\* Forms at calibration step: All subjects' forms must be at the calibration step in the route map.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "To validate a Calibration Session with performance as the data source, define the subjects, specify the calibration template, and ensure all subjects' review forms are at the calibration step in the route map." Explanation of Options:

- \* A. Correct: Subjects must be defined.
- \* B. Incorrect: Location is not a mandatory requirement for validation.
- \* C. Incorrect: Planned activation date is not required for validation.
- \* D. Correct: The calibration template must be specified.
- \* E. Correct: Forms must be at the calibration step.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Session Validation," Subsection: "Requirements" (Q3 2025).

#### NEW QUESTION # 16

What action does the following XML code allow a manager to perform from their goal plan?

```
<permission for="cascade-push">
<role-name><![CDATA[EM+]]></role-name>
</permission>
```

- A. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- B. A manager can cascade goals to their manager's goal plan.
- C. A manager can cascade goals to all employees in their reporting chain.
- D. A manager can cascade a goal from their direct report's goal plan.

Answer: A

#### NEW QUESTION # 17

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 make the feedback actionable.
- C. The manager can use AI to link the feedback given to a specific activity.
- D. The manager can use AI to add an attachment to the feedback that was given.

Answer: A,B

#### NEW QUESTION # 18

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can grant access to the dashboard to partners.
- B. It can be used in all SAP S/4HANA Cloud editions.
- C. Customers can use the dashboard in the dev, test, and production tenants.
- D. It can be accessed by using SAP For Me.

Answer: A,D

#### NEW QUESTION # 19

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