

Real C_THR82_2505 Exam - C_THR82_2505 Valid Exam Test



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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">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 3	<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 4	<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 5	<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 6	<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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q33-Q38):

NEW QUESTION # 33

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

Note: There are 2 correct answers to this question.

- A. Any existing Group Goal data from the legacy template will be retained.</obj-plan-due></obj-plan-start>
- B. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.

- 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: B,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 # 34

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:

There are 2 correct answers to this question.

- A. SOAP
- B. RFC
- C. IDoc
- D. OData

Answer: A,D

NEW QUESTION # 35

You want to create a goal plan template. Which of the following methods are recommended?

Note: There are 3 correct answers to this question.

- A. Download a template from the Software Download Center.
- B. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Manage Templates.
- C. Download a template from the SuccessStore.
- D. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Provisioning.
- E. Copy an existing goal plan and save as a new version in Manage Templates.

Answer: C,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Recommended methods for creating a goal plan template include:

- * Downloading from SuccessStore: Provides pre-configured templates.
- * Copying and modifying XML in Manage Templates: Allows customization of an existing template.
- * Copying and saving as a new version in Manage Templates: Creates a new version of an existing plan.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "To create a goal plan template, administrators can download a template from the SuccessStore, copy an existing goal plan XML and modify the plan ID for import in Manage Templates, or copy an existing goal plan and save it as a new version in Manage Templates." Explanation of Options:

- * A. Correct: SuccessStore templates are recommended.
- * B. Correct: Copying and importing in Manage Templates is supported.
- * C. Incorrect: Provisioning is used for system-level configurations, not template imports.
- * D. Correct: Saving as a new version in Manage Templates is valid.
- * E. Incorrect: Software Download Center is not a source for goal plan templates.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Creating Goal Plan Templates," Subsection: "Recommended Methods" (Q3 2025).

NEW QUESTION # 36

What can you do in Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Download the latest XML file of a template.
- B. Delete a template.
- C. Upload an XML file in order to update an existing template.
- D. Upload an XML file in order to create a new template.

Answer: A,D

NEW QUESTION # 37

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 Convert button once you set the new status to achieve the goal.
- B. Set the new status to trigger goal completion.

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

Answer: B,D

NEW QUESTION # 38

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