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### 01 UTILIZE THE STUDY GUIDE

Understand the structure and the key topics covered in the exam.

### TAKE PRACTICE TESTS 02

Websites like ERPPrep provide excellent resources that mimic the format and style of the actual exam.

### 03 REVIEW SAMPLE QUESTIONS

Familiarize yourself with the types of questions you might face, which can be found on certification preparation sites.

### STUDY REGULARLY 04

Set a study schedule that allows you to cover all the material thoroughly and revisit difficult topics.

### 05 JOIN STUDY GROUPS

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## **Sure C\_THR82\_2505 Pass | Ready to Pass The SAP Certified Associate - SAP SuccessFactors Performance and Goals**

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## **SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q17-Q22):**

### **NEW QUESTION # 17**

In which of the following areas can users Generate AI Insights from the Detailed 360 Report?

Note: There are 2 correct answers to this question.

- A. Gap Analysis view
- B. Hidden Strength and Blind Spot view
- C. [View All Comments link](#)
- D. Graphical Summary view

**Answer: C,D**

### **NEW QUESTION # 18**

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form. The weights should be editable by end users, and the goal section should display item weights in the Summary.

Which of the following attributes are relevant to achieve this requirement? Note: There are 2 correct answers to this question.

- A. configurable="true"
- B. no-weight="true"
- C. lock-item-weights="false"
- D. in-overall-rating="true"

**Answer: C,D**

#### NEW QUESTION # 19

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

The screenshot shows the SAP SuccessFactors Performance Goal Plan interface. At the top, there are tabs for 'Performance Goal' (which is selected) and 'Development Goal'. The main title is 'Performance Goal Plan' with a date range 'Jan 1, 2024 - Dec 31, 2024'. On the right, a large 'SAP' logo is displayed. Below the title, it shows '8 Goals' and a total 'Weight (Total)' of '165 %'. A 'Create Goal' button and a 'Cascade Goal' button are also visible. A prominent watermark 'preptogram.com' is diagonally across the page.

**Suggestions**

- It's recommended that you create at most 5 goals.
- The recommended maximum total goal weight is 100%. (Current: 165%)

**Goals List**

Goal Description	Due Date	% Complete	Status	Weight
Meet response time goals for providing legal advice to internal departments	Dec 31, 2024	60%	On Track	20%
Develop/update compliance training materials to meet legal requirements imposed by regulation by...	Aug 31, 2023	50%	Completed	20%
Ensure that each employee's individual goal plan is completed by end of the year	Dec 31, 2024	40%	On Track	20%

What do these warnings mean?

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

**Answer: D**

#### NEW QUESTION # 20

Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills. Which of the following actions can an administrator complete from Manage Talent Intelligence Hub? Note: There are 3 correct answers to this question.

- A. Import Attribute Libraries
- B. Set up a Proficiency Rating Scale
- C. Categorize Attributes using Tags
- D. Assign Rating History Type to form templates
- E. Map Skills to Job Roles

**Answer: B,C,D**

### **NEW QUESTION # 21**

Which of the following are possible in the Ask for Feedback feature? Note: There are 2 correct answers to this question.

- A. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- **B. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form**
- C. Ask for Feedback is a global setting that CANNOT be disabled at the form template level.
- **D. The Ask for Feedback system label button can be customized from Text Replacement.**

**Answer: B,D**

### **NEW QUESTION # 22**

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