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Vendor: SAP

Code: C_THR82_2505

Exam: SAP Certified Associate - SAP SuccessFactors Performance and Goals

https://www.examsnest.com/exam/c_thr82_2505/

QUESTIONS & ANSWERS

DEMO VERSION

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DEMO VERSION
(LIMITED CONTENT)

Version: 6.0

Question: 1

Which attribute sets the editability of a goal plan field when you assign a Team Goal?

- A. The cascade-update="push-down" attribute in field-definition
- B. The allow-group-goal="true" attribute in obj-plan-template
- C. The cascade-update="regular" attribute in field-definition
- D. The configurable="true" attribute in objective-sect

Answer: C

Explanation:

Question: 2

Which of the following are options in the Review Information section of the performance form?

Note: There are 2 correct answers to this question.

- A. Review dates are hard-coded from Form Template Settings.
- B. Only fixed dates set at form template level can be made editable in the section.
- C. Custom elements can be added.
- D. This section type is generally disabled for end users.

Answer: AD

Explanation:

Question: 3

Which actions are available for a Process Owner on the Evaluation Summary in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Open Detailed 360 Report
- B. Change overall rating from participants
- C. Add an overall comment

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D. Add or remove participants

Answer: A, C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a 360 Review, the Process Owner has specific actions they can perform in the Evaluation Summary. According to the SAP SuccessFactors documentation:

Option A: The Process Owner can open the Detailed 360 Report to view comprehensive feedback and analysis.

Option C: The Process Owner can add an overall comment to summarize the evaluation or provide additional context.

Extract from SAP SuccessFactors Documentation:

SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025):

"In the Evaluation Summary of a 360 Review, the Process Owner can perform actions such as opening the Detailed 360 Report to review aggregated feedback and adding an overall comment to provide final remarks or insights about the evaluation process."

Explanation of Options:

A . Correct: Opening the Detailed 360 Report is a standard action for Process Owners.

B . Incorrect: Changing the overall rating from participants is not typically allowed, as ratings are aggregated based on participant inputs and system rules.

C . Correct: Adding an overall comment is a supported action for the Process Owner.

D . Incorrect: Adding or removing participants is generally managed during the setup phase, not in the Evaluation Summary.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Evaluation Summary Actions," Subsection: "Process Owner Permissions" (Q3 2025).

Question: 4

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.

- A. Bin view
- B. Executive review
- C. Matrix Grid view
- D. Dashboard view
- E. List view

Answer: A, B, D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Distribution guidelines in calibration sessions are visible in specific views to help facilitators and managers ensure ratings align with organizational expectations. According to the SAP SuccessFactors documentation, these guidelines are visible in:

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Bin view: Displays the distribution of ratings in bins, highlighting adherence to guidelines.

Executive review: Shows distribution guidelines for high-level oversight.

Dashboard view: Provides a visual representation of how ratings align with guidelines.

Extract from SAP SuccessFactors Documentation:

SAP SuccessFactors Calibration Configuration Guide (Q3 2025):

"Distribution guidelines in calibration sessions are visible in the Bin view, Executive review, and Dashboard view. These views allow facilitators to compare actual rating distributions against the defined guidelines to ensure alignment with organizational standards."

Explanation of Options:

A . Correct: Bin view shows the distribution of ratings against guidelines.

B . Correct: Executive review includes visibility of distribution guidelines.

C . Incorrect: Matrix Grid view focuses on plotting employees based on two dimensions (e.g., performance and potential) but does not display distribution guidelines.

D . Correct: Dashboard view includes graphical representations of distribution guidelines.

E . Incorrect: List view provides detailed employee data but does not display distribution guidelines.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Views," Subsection:

"Distribution Guidelines Visibility" (Q3 2025).

Question: 5

What are the Dynamic Team members able to achieve when OKR functionality is enabled?

Note: There are 2 correct answers to this question.

A. Create objective statuses

B. Define the role of other people on the team

C. Add or remove contributors to a key result

D. Add up to 8 key results for each objective

Answer: CD

Explanation:



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