



DEMO VERSION

SAP

C_THR82_2505 Exam

SAP Certified Associate - SAP SuccessFactors Performance and Goals



Exam Latest Version: 8.0



Question 1. (Single Select)

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

Correct Answer: C

Question 2. (Multi Select)

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.

Correct Answer: A, D

Question 3. (Single Select)

An employee is assigned a new manager during a 360 Review in-progress evaluation, and the old manager is the Process Owner. Where can an administrator enable the option to ensure the

new manager is designated as the Process Owner for the ongoing review?

- A: In Configure Change Engine
- B: In 360 Review form > Add Approver
- C: In Form Template Settings
- D: In Automatic Manager Transfer tool

Correct Answer: C

Question 4. (Multi Select)

Where can you add and update translations for the section name and description in a 360 Review form?

Note: There are 2 correct answers to this question.

- A: In the XML template, by referencing the msgKey
- B: In Manage Form Label Translations, by adding the translations in a CSV file
- C: In Manage Languages, by adding the translations
- D: In Manage Templates, by adding the msgKey

Correct Answer: A, B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Translations for section names and descriptions in a 360 Review form can be managed in two ways:

Option A: By referencing the msgKey in the XML template, translations can be defined and linked to specific section names and descriptions.

Option B: In Manage Form Label Translations, translations can be uploaded via a CSV file, allowing bulk updates for multiple languages.

Extract from SAP SuccessFactors Documentation:

SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025):

"Translations for section names and descriptions in 360 Review forms can be managed by defining msgKey attributes in the form template XML, which reference localized strings. Alternatively, administrators can use the Manage Form Label Translations tool to upload translations via a CSV file for efficient management of multiple languages."

Explanation of Options:

A . Correct: The msgKey in the XML template is used to reference translations.

B . Correct: The Manage Form Label Translations tool supports CSV uploads for translations.

C . Incorrect: Manage Languages is used for enabling languages in the system, not for adding specific translations for form sections.

D . Incorrect: Manage Templates allows configuration of the form but does not directly support adding msgKey for translations.

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Localization and Translations," Subsection: "Managing Form Translations" (Q3 2025).

Question 5. (Multi Select)

Which of the following feedback data can you use as a source to generate AI-Assisted Insights in Performance forms?

Note: There are 3 correct answers to this question.

- A: Data from Comments on Performance forms
- B: Data from Continuous Feedback
- C: Data from Ask for Feedback
- D: Data from Comments on Development Goals
- E: Data from Get Feedback

Correct Answer: A, B, C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

AI-Assisted Insights in Performance forms leverage specific feedback data sources to generate actionable insights. According to the SAP SuccessFactors documentation, the supported sources include:

Comments on Performance forms: Textual comments provided in performance forms.

Continuous Feedback: Feedback collected through the Continuous Performance Management (CPM) module.

Ask for Feedback: Feedback collected via the Ask for Feedback feature.

Extract from SAP SuccessFactors Documentation:

SAP SuccessFactors Performance Management Guide (Q3 2025):

"AI-Assisted Insights can be generated from feedback data sourced from Comments on Performance forms, Continuous Feedback in the CPM module, and responses collected via the Ask for Feedback feature. These sources provide rich textual data for AI analysis to produce meaningful insights."

Explanation of Options:

A . Correct: Comments on Performance forms are a valid source for AI-Assisted Insights.

B . Correct: Continuous Feedback is supported for AI analysis.

C . Correct: Ask for Feedback responses are included as a data source.

D . Incorrect: Comments on Development Goals are not explicitly supported for AI-Assisted Insights.

SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection: "Supported Data Sources" (Q3 2025).

E. Incorrect: "Get Feedback" is not a recognized feature in SAP SuccessFactors for AI-Assisted Insights.

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