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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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 4	• 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 5	• Configuration of Performance Management: 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.
Topic 6	• 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.
Topic 7	• 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q48-Q53):

NEW QUESTION # 48
In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved.
Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. <rater-cat-min-err-msg><![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]></rater-cat-min-err-msg>
- B. <min-rater-count>8</min-rater-count>
- C. <min-warning-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min- warning-msg>
- D. <min-rater-complete-count>8</min-rater-complete-count>
- E. <min-error-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-error-msg>

Answer: A,B,E

NEW QUESTION # 49
Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date. What settings do you need to make to ensure this takes place?

- A. Define the exit date for the first step in the route map configuration in Manage Route Maps. Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- B. Define the due date for the first step in the route map configuration in Manage Route Maps. Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- C. Define the start date for the first step in the route map configuration in Manage Route Maps. Select the "Enforce Start Date" option in Step 2 of the route map.
- D. Define the due date for the first step in the route map configuration in Form Template Settings. Select the "Automatic send on due date" option in Step 1 of the route map.

Answer: B

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
To ensure review forms are sent to the second step of the route map on a specified date, configure:
* Due date for the first step: Set in Manage Route Maps.

* Automatic send on due date: Enable this option for Step 1.
* Always send regardless of validation: Ensure forms move forward even if not fully validated.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"To automatically send forms to the second step of a route map on a specified date, define the due date for the first step in Manage Route Maps, enable 'Automatic send on due date' for Step 1, and select 'Always send regardless of validation' to ensure progression." Explanation of Options:
* A. Incorrect: Exit date is not a standard setting; due date is used.
* B. Incorrect: Due date is set in Manage Route Maps, not Form Template Settings.
* C. Incorrect: Enforce Start Date for Step 2 does not achieve this requirement.
* D. Correct: Correct settings in Manage Route Maps ensure automatic routing.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "Route Map Configuration," Subsection:
"Automatic Routing" (Q3 2025).

NEW QUESTION # 50
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 Manage Form Label Translations, by adding the translations in a CSV file
- B. In the XML template, by referencing the msgKey
- C. In Manage Templates, by adding the msgKey
- D. In Manage Languages, by adding the translations

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

NEW QUESTION # 51
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. Copy an existing goal plan and save as a new version in Manage Templates.
- 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. Download a template from the Software Download Center.
- E. Copy an existing goal plan XML. change the plan ID to a unique ID, and import it in Provisioning.

Answer: A,C,E

NEW QUESTION # 52

Which of the following are characteristics of the integration between Dynamic Teams and Goal Management?

Note: There are 2 correct answers to this question.

- A. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically 70%.
- B. The Enable Linking to Performance Goals option can be turned on from the Dynamic Teams Configuration page.
- C. The Performance Goals to be linked to the Objective and Key Results (OKRS) can only be selected from the default goal plan.
- D. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically below 70%.

Answer: A,B

NEW QUESTION # 53

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