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SAP Certified Associate - SAP SuccessFactors Performance and Goals

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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> 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 6	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q65-Q70):

NEW QUESTION # 65

What can an administrator do to a competency from the front end? Note: There are 2 correct answers to this question.

- A. Associate a competency with an achievement.
- B. **Mark the competency as core.**
- C. **Edit the competency description.**
- D. Remove a job-specific competency from an existing form.

Answer: B,C

NEW QUESTION # 66

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

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 <max-goals-per-category> is 5 for the entire goal plan.
- C. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.**
- D. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.

Answer: C

NEW QUESTION # 67

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session?

Note: There are 2 correct answers to this question.

- A. When rank column is set as required and some subjects are NOT ranked in the Bin view.**
- B. When distribution guidelines are enforced but NOT met within the calibration session.**
- C. When any of the views in the session include unrated subjects.
- D. When subjects with comments from the current session are NOT marked as discussed.

Answer: A,B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

* Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.

* Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."

Explanation of Options:

* A. Incorrect: Unmarked comments do not prevent session finalization.

- * B. Correct: Unranked subjects with a required rank column prevent finalization.
- * C. Correct: Non-compliant distribution guidelines prevent finalization.
- * D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection: "Restrictions" (Q3 2025).

NEW QUESTION # 68

What does the "Enable force route button in validation step" calibration feature do?

- A. Automatically populates valid participants and subjects based on the Calibration Session owner
- B. Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session
- **C. Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session**
- D. Automatically routes forms to the next step in the route map after a Calibration Session is finalized

Answer: C

NEW QUESTION # 69

When will ratings be displayed as a drop-down list? Note: There are 3 correct answers to this question.

- **A. When using matrix grid rating scales**
- B. When using rating scales below 5 points
- C. When showing numeric values
- **D. When hiding numeric values**
- **E. When using rating scales over 5 points**

Answer: A,D,E

NEW QUESTION # 70

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