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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• Job Architecture and Attributes: This section of the exam assess|es 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 6	• 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 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.
Topic 8	• 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.
Topic 9	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q74-Q79):

NEW QUESTION # 74
You would like to use AI-Assisted Insights in Performance Management forms. What are the requirements to use this capability in addition to an SAP AI Units license?
Note: There are 3 correct answers to this question.

- A. Enable the feature from Provisioning > Company Settings and grant permissions from AI Access category to the required role
- B. Define a Manager single step in the Route Map associated to the form template
- C. Enable Assisted Performance Insights for Manager Review in Form Template Settings
- D. Enable the feature from Admin Center and grant permissions from AI Access category to the required role
- E. Define a collaborative step in the Route Map including Manager and HR Rep

Answer: B,C,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
To use AI-Assisted Insights in Performance Management forms, in addition to an SAP AI Units license, the following are required:
* Enable in Admin Center and grant AI Access permissions: The feature must be activated, and roles need appropriate permissions.
* Manager single step in Route Map: A step involving the manager is required for insights generation.
* Enable Assisted Performance Insights in Form Template Settings: This setting enables the feature for specific forms.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"To enable AI-Assisted Insights, administrators must activate the feature in Admin Center and grant permissions via the AI Access category. A Manager single step must be defined in the Route

Map, and the Assisted Performance Insights option must be enabled in Form Template Settings." Explanation of Options:
* A. Correct: Enabling in Admin Center and granting AI Access permissions is required.
* B. Incorrect: Provisioning is not used for this feature; Admin Center is the correct location.
* C. Correct: A Manager single step is required in the Route Map.
* D. Incorrect: A collaborative step with Manager and HR Rep is not required.
* E. Correct: Enabling Assisted Performance Insights in Form Template Settings is necessary.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection:
"Configuration Requirements" (Q3 2025).

NEW QUESTION # 75

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed. Which configuration is available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from others tab?

- A. Remove subject-item-rating permission to hide the Employee Rating
- B. Remove others-rating-tab-item-permission and include tab-item refid="item-rating"
- C. Remove item-cmt-rating permission to hide the Unofficial User Rating
- D. Remove user-item-cmt-rating permission to hide the Unofficial User Rating

Answer: A

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
When using Rating Option 2 (two rating fields displayed), the subject-item-rating permission controls the visibility of the Employee Rating. Removing this permission hides the redundant rating field while keeping unofficial ratings visible in the Ratings from others tab.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"For Rating Option 2, removing the subject-item-rating permission hides the Employee Rating field, ensuring only one rating field is displayed while maintaining visibility of unofficial ratings in the Ratings from others tab." Explanation of Options:
* A. Correct: Removing subject-item-rating hides the Employee Rating.
* B. Incorrect: others-rating-tab-item-permission is not a valid permission.
* C. Incorrect: item-cmt-rating is not related to rating fields.
* D. Incorrect: user-item-cmt-rating is not relevant to this configuration.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "Rating Option 2 Configuration," Subsection:
"Field Permissions" (Q3 2025).

NEW QUESTION # 76

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.
- B. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.
- C. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).
- D. Define the Section Comments field as a required field for the role providing the final rating (like EM).

Answer: B

NEW QUESTION # 77

Which of the following are available configurations in Manage Route Maps? Note: There are 2 correct answers to this question.

- A. Step Exit Reminder
- B. Enforce Start Date
- C. Hide Route Map on the Form
- D. Modify Form Route Map

Answer: A,B

NEW QUESTION # 78

What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct answers to this question.

- A. The administrator can only delete feedback given in the last three months.
- B. The administrator CANNOT restore feedback once the feedback is deleted.
- C. The administrator can access all information, including feedback content from others.
- D. The administrator can delete only feedback given or received by active users.

Answer: B,D

NEW QUESTION # 79

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