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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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	• 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 7	• 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 8	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q10-Q15):

NEW QUESTION # 10
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 Assisted Performance Insights for Manager Review in Form Template Settings
- B. Define a collaborative step in the Route Map including Manager and HR Rep
- C. Enable the feature from Admin Center and grant permissions from AI Access category to the required role
- D. Enable the feature from Provisioning > Company Settings and grant permissions from AI Access category to the required role
- E. Define a Manager single step in the Route Map associated to the form template

Answer: A,C,E

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 # 11

Your customer wants to modify the description of a competency in their library. Where can you make this change?
Note: There are 3 correct answers to this question.

- A. In Provisioning → Managing Competencies and Skills → Competency Libraries
- B. In Manage Competencies
- C. In the performance form template XML
- D. In the CSV file downloaded from the competency library
- E. In Provisioning Company Settings

Answer: A,B,D

NEW QUESTION # 12

As an administrator, you noticed there are in-progress forms for inactive users that were NOT removed automatically. Which actions should you take to update these specific in-progress forms?
Note: There are 2 correct answers to this question.

- A. Deselect the option Do Not Remove Inactive Employee's In-Progress Documents on the form template.
- B. Run a Scheduled Job to Auto-Complete Inactive Users' Forms.
- C. Use the Route Forms tool to complete the forms.
- D. Use Modify Form Route Map to complete the forms.

Answer: A,B

NEW QUESTION # 13

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

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

Answer: A,B

NEW QUESTION # 14

Where can you export and import translations of a performance form in Admin Center?

- A. In Text Replacement
- B. In Import Translations
- C. In Manage Languages
- D. In Manage Form Label Translations

Answer: D

NEW QUESTION # 15

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