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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q30-Q35):

NEW QUESTION # 30

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. <min-rater-complete-count>8</min-rater-complete-count>
- B. <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>
- 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-error-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-error-msg>
- E. <min-rater-count>8</min-rater-count>

Answer: B,D,E

NEW QUESTION # 31

You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?
Note: There are 3 correct answers to this question.

- A. The goal plan template you converted will get a new <obj-plan-id> between 1-1000.
- B. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.
- C. The goal plan template you converted will retain its original <obj-plan-id>.
- D. The goal plan template CANNOT be converted if Group Goal data exists.
- E. The original goal plan template is deleted since it CANNOT be used anymore.

Answer: A,B,D

NEW QUESTION # 32

You are calibrating overall ratings using performance as data source.
What are some of the requirements for the Calibration Session to be successfully validated? Note: There are 3 correct answers to this question.

- A. The location of the Calibration Session must be specified.
- B. The calibration template to be used in the Calibration Session must be specified.
- C. The Calibration Session planned activation date must be defined.

- D. All the subjects' review forms must be at the calibration step in the route map.
- E. The subject(s) of the Calibration Session must be defined.

Answer: B,D,E

NEW QUESTION # 33

Which of the following are applicable to the Employee Information section?

- A. Elements can be relabeled specifically per form template.
- B. Custom elements can be displayed.
- C. Elements CANNOT be reordered.
- D. Section content can be edited on the form.

Answer: A,B,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
The Employee Information section in performance forms supports:
* Relabeling elements per form template: Elements can be customized with specific labels.
* Displaying custom elements: Additional custom fields can be included.
* Editing section content: Users with appropriate permissions can edit content on the form.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"The Employee Information section allows elements to be relabeled specifically for each form template, supports the display of custom elements, and permits editing of section content by users with appropriate permissions. Elements can also be reordered as needed." Explanation of Options:
* A. Correct: Elements can be relabeled per form template.
* B. Correct: Custom elements can be displayed.
* C. Correct: Section content can be edited on the form.
* D. Incorrect: Elements can be reordered, contrary to the statement.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "Employee Information Section," Subsection:
"Configuration Options" (Q3 2025).

NEW QUESTION # 34

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

Answer: C,D

NEW QUESTION # 35

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