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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q81-Q86):

NEW QUESTION # 81
What are the main characteristics of skills?
Note: There are 2 correct answers to this question.

- A. Skills can be mapped to Job Roles with Job Description Manager.
- B. Skills can be recommended to employees using AI capabilities.
- C. Skills can be associated to behaviors.
- D. Skills can be rated on attribute sections in Performance and 360 Reviews forms.

Answer: B,C

NEW QUESTION # 82
Which of the following Detailed 360 Report views can you turn on from Form Template Settings? Note: There are 2 correct answers to this question.

- A. Hidden Strength and Blind Spot view
- B. Graphical Summary view
- C. Gap Analysis view
- D. Rank view

Answer: C,D

NEW QUESTION # 83
What can an administrator do with the Launch Forms tool? Note: There are 3 correct answers to this question.

- A. Edit introduction texts for custom sections.
- B. Set specific form template dates for the forms being launched.
- C. Remove one of the form sections.
- D. Disable the Ask for Feedback functionality for the forms being launched.

- E. Select employees based on filters.

Answer: A,B,E

NEW QUESTION # 84

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 Calibration Session planned activation date must be defined.
- B. The subject(s) of the Calibration Session must be defined.
- C. The calibration template to be used in the Calibration Session must be specified.
- D. The location of the Calibration Session must be specified.
- E. All the subjects' review forms must be at the calibration step in the route map.

Answer: B,C,E

NEW QUESTION # 85

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

Answer: A,B,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 # 86

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