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**SAP Certified Associate - SAP
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SAP C_THR82_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q16-Q21):

NEW QUESTION # 16

Which of the following are available configurations in Manage Route Maps?

Note: There are 2 correct answers to this question.

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

Answer: A,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Manage Route Maps, administrators can configure specific settings to control the behavior of performance form routing. The available configurations include:

- * Enforce Start Date: Ensures that forms adhere to a defined start date for routing steps.
- * Step Exit Reminder: Configures reminders for users to complete their actions before a step exits.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Configuration Guide (Q3 2025): "In Manage Route Maps, administrators can configure settings such as Enforce Start Date to control when a route map step begins and Step Exit Reminder to send notifications to users to complete their actions before the step deadline." Explanation of Options:

- * A. Correct: Enforce Start Date is a valid configuration in Manage Route Maps.
- * B. Incorrect: Hiding the Route Map on the form is not a configuration option in Manage Route Maps; it is controlled in Form Template Settings.
- * C. Correct: Step Exit Reminder is a supported configuration.
- * D. Incorrect: "Modify Form Route Map" is not a specific configuration option; it refers to the general action of editing the route map.

Reference:

SAP SuccessFactors Performance Management Configuration Guide, Section: "Managing Route Maps," Subsection: "Configuration Options" (Q3 2025).

NEW QUESTION # 17

Which actions are available for a Process Owner on the Evaluation Summary in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Change overall rating from participants
- B. Add or remove participants
- C. Add an overall comment
- D. Open Detailed 360 Report

Answer: C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a 360 Review, the Process Owner has specific actions they can perform in the Evaluation Summary.

According to the SAP SuccessFactors documentation:

* Option A: The Process Owner can open the Detailed 360 Report to view comprehensive feedback and analysis.

* Option C: The Process Owner can add an overall comment to summarize the evaluation or provide additional context.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "In the Evaluation Summary of a 360 Review, the Process Owner can perform actions such as opening the Detailed 360 Report to review aggregated feedback and adding an overall comment to provide final remarks or insights about the evaluation process." Explanation of Options:

* A. Correct: Opening the Detailed 360 Report is a standard action for Process Owners.

* B. Incorrect: Changing the overall rating from participants is not typically allowed, as ratings are aggregated based on participant inputs and system rules.

* C. Correct: Adding an overall comment is a supported action for the Process Owner.

* D. Incorrect: Adding or removing participants is generally managed during the setup phase, not in the Evaluation Summary.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Evaluation Summary Actions," Subsection:

"Process Owner Permissions" (Q3 2025).

NEW QUESTION # 18

Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Add your own meeting notes to assist with the 1:1 meeting.
- B. Add attachments to one of your activities.
- C. Provide coaching advice to your direct report in the 1:1 meeting.
- D. Create a new development goal from your activities view.
- E. Send a channel invitation to your colleague to have regular 1:1 meetings.

Answer: A,B,D

NEW QUESTION # 19

Which of the following roles are supported in 360 Reviews for the default rater population field? Note: There are 3 correct answers to this question.

- A. All Matrix Managers (EP)
- B. All Level Manager (EM+)
- C. Direct Report (ED)
- D. Custom Manager (EC)
- E. Peer (EMD)

Answer: A,C,E

NEW QUESTION # 20

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

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

Answer: A

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The "Enable force route button in validation step" feature allows administrators to route existing performance forms into the calibration route map step during Calibration Session setup.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "The 'Enable force route button in validation step' feature enables the option to route existing performance forms into the calibration route map step when setting up a Calibration Session, ensuring forms are included in the calibration process." Explanation of Options:

- * A. Incorrect: This feature does not populate participants or subjects.
- * B. Incorrect: It does not automatically route forms after finalization.
- * C. Correct: It enables routing forms into the calibration step during setup.
- * D. Incorrect: Editing ratings and finalizing forms are separate permissions.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Features," Subsection: "Force Route Button" (Q3 2025).

NEW QUESTION # 21

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