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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<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 5	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q57-Q62):

NEW QUESTION # 57

Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Use AI-assisted writing
- B. Access the Delete Continuous Feedback page
- C. Prevent feedback deletion by users
- D. Provide discussion topics
- E. Support multiple roles

Answer: C,D,E

NEW QUESTION # 58

Your customer is using the latest experience for Performance Management forms. Which of the following section types can you move under the General Information group?

Note: There are 3 correct answers to this question.

- A. Summary
- B. Employee Information
- C. Custom
- D. Introduction
- E. Attribute

Answer: B,C,D

NEW QUESTION # 59

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date. What settings do you need to make to ensure this takes place?

- A. Define the exit date for the first step in the route map configuration in Manage Route Maps. Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- B. Define the due date for the first step in the route map configuration in Form Template Settings. Select the "Automatic send on due date" option in Step 1 of the route map.
- C. Define the due date for the first step in the route map configuration in Manage Route Maps. Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- D. Define the start date for the first step in the route map configuration in Manage Route Maps. Select the "Enforce Start Date" option in Step 2 of the route map.

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To ensure review forms are sent to the second step of the route map on a specified date, configure:

* Due date for the first step: Set in Manage Route Maps.

* Automatic send on due date: Enable this option for Step 1.

* Always send regardless of validation: Ensure forms move forward even if not fully validated.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To automatically send forms to the second step of a route map on a specified date, define the due date for the first step in Manage Route Maps, enable 'Automatic send on due date' for Step 1, and select 'Always send regardless of validation' to ensure progression." Explanation of Options:

- * A. Incorrect: Exit date is not a standard setting; due date is used.
- * B. Incorrect: Due date is set in Manage Route Maps, not Form Template Settings.
- * C. Incorrect: Enforce Start Date for Step 2 does not achieve this requirement.
- * D. Correct: Correct settings in Manage Route Maps ensure automatic routing.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Configuration," Subsection: "Automatic Routing" (Q3 2025).

NEW QUESTION # 60

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. Custom Manager (EC)
- C. Direct Report (ED)
- D. Peer (EMD)
- E. All Level Manager (EM+)

Answer: A,C,D

NEW QUESTION # 61

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

Answer: B

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 # 62

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