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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 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"> • 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	<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 5	<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 6	<ul style="list-style-type: none"> • 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 7	<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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q42-Q47):

NEW QUESTION # 42

Which of the following applies to the Delegation in Performance Reviews feature?

Note: There are 2 correct answers to this question.

- A. Administrators CANNOT create delegation requests on behalf of other users.
- B. The form templates available to create delegation requests can be restricted in role-based permissions.
- C. Delegation requests can be automatically cancelled if the delegatee does not accept or declines the request.
- D. Delegators CANNOT add, edit, or delete goals for a delegatee.

Answer: B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Delegation in Performance Reviews feature includes:

* Restricted templates via RBP: Form templates for delegation can be limited by role-based permissions.

* Automatic cancellation: Delegation requests are cancelled if not accepted or declined.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "Delegation requests can be restricted to specific form templates using role-based permissions. Additionally, delegation requests are automatically cancelled if the delegatee does not accept or declines the request." Explanation of Options:

* A. Incorrect: Delegators can add, edit, or delete goals, depending on permissions.

* B. Correct: Templates can be restricted via RBP.

* C. Correct: Requests are cancelled if not accepted.

* D. Incorrect: Administrators can create delegation requests on behalf of others.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Delegation Feature," Subsection:

"Configuration and Behavior" (Q3 2025).

NEW QUESTION # 43

In your goal plan, you notice some warnings as shown in the screenshot.

□ What do these warnings mean?

- A. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- B. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.
- C. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
- **D. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.**

Answer: D

NEW QUESTION # 44

Your customer has 5 unique competencies for individual contributors and 5 for managers. The competencies will be translated into 11 languages and will auto-populate on a multi-language performance review form based on job code.

What attribute must be shared for all translations of the same competency to meet this requirement?

- **A. GUID**
- B. Category
- C. Library name
- D. ID

Answer: A

NEW QUESTION # 45

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management?

Note: There are 3 correct answers to this question.

- **A. Add <permission for="change-state"> to <role-name><![CDATA[EM]]</role-name> in the goal plan template XML.**
- B. Add the "obj-edit" in a performance form template XML.
- **C. Define <obj-plan-states> in the goal plan template XML.**
- **D. Give the direct manager permission to access the employee's goal plan template in Role-Based Permissions.**
- E. Configure the <plan-layout> to include switch buttons.

Answer: A,C,D

NEW QUESTION # 46

How are skills populated in the attribute section of a form?

Note: There are 3 correct answers to this question.

- **A. Skills mapped to the users' job roles are visible in the Job Specific Attribute section.**
- B. Skills are hard-coded in the Custom Attribute section.
- C. Managers assign skills to their direct reports from the Org Chart.
- **D. Administrators assign skills to users from Admin Center.**
- **E. Users add skills manually to the form when the section is <configurable="true">.**

Answer: A,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Skills in the attribute section of a performance form can be populated as follows:

* Administrators assign skills: Done via Admin Center for specific users.

* Users add skills manually: If the section is configured as <configurable="true">.

* Skills mapped to job roles: Appear in the Job Specific Attribute section based on Talent Intelligence Hub mappings.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "Skills can be populated in the attribute section by administrators assigning skills in Admin Center, users manually adding skills when <configurable="true"> is set, and skills mapped to job roles appearing in the Job Specific Attribute section via Talent Intelligence Hub configurations." Explanation of Options:

- * A. Correct: Administrators can assign skills in Admin Center.
- * B. Correct: Users can add skills if the section is configurable.
- * C. Incorrect: Skills are not hard-coded in the Custom Attribute section.
- * D. Incorrect: Managers do not assign skills via the Org Chart.
- * E. Correct: Job role-mapped skills appear in the Job Specific Attribute section.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Attribute Section Configuration," Subsection: "Skill Population" (Q3 2025).sap.com

NEW QUESTION # 47

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