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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.
Topic 5	• 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q36-Q41):

NEW QUESTION # 36

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

Answer: A,C,E

NEW QUESTION # 37

A manager is giving continuous feedback to an employee using Generative AI. Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario?

Note: There are 2 correct answers to this question.

- A. The manager can use AI to link the feedback given to a specific activity.
- B. The manager can use AI to add an attachment to the feedback that was given.
- C. The manager can use AI to change the tone of the writing and make it personable.
- D. The manager can use AI to make the feedback actionable.

Answer: C,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
AI-Assisted Writing in Continuous Performance Management supports:
* Changing the tone: Making feedback more personable or professional.
* Making feedback actionable: Suggesting actionable steps or improvements.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Continuous Performance Management Guide (Q3 2025):"AI-Assisted Writing in CPM allows managers to change the tone of feedback to be more personable or professional and to make feedback actionable by suggesting specific steps or improvements." Explanation of Options:

* A. Correct: AI can adjust the tone of feedback.
* B. Incorrect: Linking feedback to activities is a manual action, not AI-assisted.
* C. Incorrect: Adding attachments is not an AI-assisted feature.
* D. Correct: AI can make feedback actionable.
Reference:
SAP SuccessFactors Continuous Performance Management Guide, Section: "AI-Assisted Writing," Subsection: "Feedback Capabilities" (Q3 2025).

NEW QUESTION # 38
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. Custom Manager (EC)
- B. All Level Manager (EM+)
- C. Peer (EMD)
- D. Direct Report (ED)
- E. All Matrix Managers (EP)

Answer: C,D,E

NEW QUESTION # 39
Which of the following are available configurations in Manage Route Maps?
Note: There are 2 correct answers to this question.

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

Answer: A,B

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
InManage 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 # 40
What action does the following XML code allow a manager to perform from their goal plan?
<permission for="cascade-push">
<role-name><![CDATA[EM+]]></role-name>
</permission>

- A. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- B. A manager can cascade a goal from their direct report's goal plan.
- C. A manager can cascade goals to their manager's goal plan.
- D. A manager can cascade goals to all employees in their reporting chain.

Answer: A

NEW QUESTION # 41

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Passing the SAP Certified Associate - SAP SuccessFactors Performance and Goals (C-THR82-2505) exam can be a challenging task, especially if you have a tight schedule. You need comprehensive exam questions to prepare well for the exam. In this article, we will introduce you to Prep4King SAP C-THR82-2505 Exam Questions that offer relevant and reliable exam materials for your SAP Certified Associate - SAP SuccessFactors Performance and Goals (C-THR82-2505) exam preparation.

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