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Understand the structure and the key topics covered in the exam.

TAKE PRACTICE TESTS 02

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03 REVIEW SAMPLE QUESTIONS

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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none">• 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 4	<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 5	<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 6	<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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q37-Q42):

NEW QUESTION # 37

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

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

Answer: B

NEW QUESTION # 38

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

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

Answer: B,D,E

NEW QUESTION # 39

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

Note: There are 3 correct answers to this question.

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

Answer: A,B,C

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 # 40

What is the purpose of the user-defined step in a single-step route map?

- A. To make sure the form comes back to the user's inbox at the end of the workflow
- B. To assign the form to a group of people
- **C. To ensure all performance forms are routed to the same user in that step**
- D. To split the sections of the form and send each of them to different users for validation

Answer: C

NEW QUESTION # 41

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session? Note: There are 2 correct answers to this question.

- **A. When rank column is set as required and some subjects are NOT ranked in the Bin view.**
- B. When subjects with comments from the current session are NOT marked as discussed.
- C. When any of the views in the session include unrated subjects.
- **D. When distribution guidelines are enforced but NOT met within the calibration session.**

Answer: A,D

NEW QUESTION # 42

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