

2025 SAP C_THR82_2411: Latest Reliable SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Test Online



SAP CERTIFICATION

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SAP C_THR82_2411 Exam Syllabus Topics:

Topic	Details
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Topic 1	• Calibration: SAP consultants delve into the calibration process for performance evaluations. The topic outlines steps for configuring calibration settings, ensuring that performance assessments are unbiased and align with organizational goals.
Topic 2	• Managing Clean Core: In this topic, SAP consultants understand the importance of maintaining a clean core by minimizing customizations in system configurations. The focus is on strategies that simplify upgrades and improve system efficiency. The topic equips consultants with essential practices to ensure long-term system integrity, aligning with SuccessFactors implementation goals.
Topic 3	• Configuration of Performance Management: This topic introduces SAP consultants to configuring performance management settings in SuccessFactors. It covers detailed steps for designing performance templates, empowering consultants to implement tailored performance solutions that drive organizational success.
Topic 4	• 360 Reviews: This topic equips SAP consultants with the knowledge to set up and manage 360-degree feedback processes. It emphasizes incorporating 360 reviews into broader performance strategies, enabling comprehensive assessments of employee contributions.
Topic 5	• Route Maps: SAP consultants explore the features of route maps in performance management. The topic provides steps to configure route maps, ensuring smooth workflows for performance forms and alignment with SuccessFactors processes.
Topic 6	• Goal Management: SAP consultants explore maintaining and updating goal plans effectively. This topic integrates goal management with performance systems and demonstrates techniques to align individual goals with organizational objectives. It ensures consultants can foster alignment between employee efforts and enterprise goals during SuccessFactors implementations.
Topic 7	• Competencies: The topic provides an understanding of defining and categorizing competencies in SuccessFactors. It includes techniques for linking competencies to specific job roles and responsibilities, ensuring SAP consultants can structure competencies to enhance workforce alignment with organizational objectives.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q79-Q84):

NEW QUESTION # 79

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. Add attachments to one of your activities.
- C. Provide coaching advice to your direct report in the 1:1 meeting.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Create a new development goal from your activities view.

Answer: B,D,E

NEW QUESTION # 80

What happens when you use Auto-Populate in the Goal Section of the Performance Management Form? Note: There are 2 correct answers to this question.

- A. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form.
- B. A goal deleted from the Goal Plan will also be deleted from the Performance Management Form.
- C. A goal deleted from the Goal Plan will still appear with a message "no longer exists on goal plan" in the Performance Management Form
- D. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form.

Answer: C,D

NEW QUESTION # 81

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, and production tenants.
- **B. It can be accessed by using SAP For Me.**
- C. It can be used in all SAP S/4HANA Cloud editions.
- **D. Customers can grant access to the dashboard to partners.**

Answer: B,D

NEW QUESTION # 82

What can you do with the Import Performance Goals feature? Note: There are 3 correct answers to this question.

- **A. Delete goals**
- **B. Align goals**
- C. Delete goal comments
- D. Transfer existing goals between employees
- **E. Update goals**

Answer: A,B,E

NEW QUESTION # 83

You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?

Note: There are 3 correct answers to this question.

- A. The goal plan template CANNOT be converted if Group Goal data exists.
- **B. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.**
- **C. The goal plan template you converted will retain its original <obj-plan-id>.**
- **D. The goal plan template you converted will get a new <obj-plan-id> between 1-1000.**
- E. The original goal plan template is deleted since it CANNOT be used anymore.

Answer: B,C,D

NEW QUESTION # 84

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