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SAP Certified Associate - SAP SuccessFactors Performance and Goals

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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q52-Q57):

NEW QUESTION # 52

Which of the following can a manager use from the Team Overview tab? Note: There are 3 correct answers to this question.

- A. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- B. The Get Feedback feature, to collect additional comments on the form
- C. The Stack Ranker, to evaluate objectives and skills for their direct reports
- D. The Stack Ranker, to evaluate competencies and skills for their direct reports
- E. The Ask for Feedback button, to send an e-mail to internal or external users

Answer: A,D,E

NEW QUESTION # 53

A user who is NOT defined in the route map needs to provide both ratings and comments in the performance review. Which of the following are required to achieve this?

Note: There are 2 correct answers to this question.

- A. The user should have access to Unofficial User Rating.
- B. The Disable Ask For Comment Routing option should be disabled.
- C. The Disable Ask For Edit Routing option should be disabled.
- D. The user should have access to Subject Rating.

Answer: B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To allow a user not defined in the route map to provide ratings and comments:

* Disable Ask For Edit Routing: Must be disabled to allow editing by non-route map users.

* Disable Ask For Comment Routing: Must be disabled to allow comments by non-route map users.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable a user not in the route map to provide ratings and comments, ensure that 'Disable Ask For Edit Routing' and 'Disable Ask For Comment Routing' are disabled in the form template settings." Explanation of Options:

* A. Correct: Disabling Ask For Edit Routing allows ratings.

* B. Correct: Disabling Ask For Comment Routing allows comments.

* C. Incorrect: Subject Rating access is for route map users.

* D. Incorrect: Unofficial User Rating is not required for this scenario.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Non-Route Map User Access," Subsection: "Rating and Comment Permissions" (Q3 2025).

NEW QUESTION # 54

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.
- B. 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.
- C. A manager can cascade goals to their manager's goal plan.
- D. A manager can cascade a goal from their direct report's goal plan.

Answer: B

NEW QUESTION # 55

Which attribute sets the editability of a goal plan field when you assign a Team Goal?

- A. The cascade-update="push-down" attribute in field-definition
- B. The configurable="true" attribute in objective-sect
- C. The allow-group-goal="true" attribute in obj-plan-template
- D. The cascade-update="regular" attribute in field-definition

Answer: D

NEW QUESTION # 56

What report types can be added to a Session via the Calibration Org Chart during Session Setup? Note: There are 3 correct answers to this question.

- A. Matrix reports
- B. Custom manager reports
- C. Second level reports
- D. Direct reports
- E. HR reports

Answer: A,D,E

NEW QUESTION # 57

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