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SAP C_THR82_2505 Exam

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">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 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">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 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">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 6	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q22-Q27):

NEW QUESTION # 22

What can users do with a form during a collaborative route map step?

- A. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.
- B. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- C. The form can be sent to another user with the Get Feedback button.
- D. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.

Answer: A

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a collaborative route map step, the form is available in all participants' inboxes simultaneously, but only one user can edit it at a time to prevent conflicts.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "During a collaborative route map step, the performance form appears in all participants' inboxes at the same time, but only one user can make edits at a time to ensure data integrity." Explanation of Options:

- * A. Incorrect: The Get Feedback button is not specific to collaborative steps.
- * B. Correct: Only one user can edit at a time in a collaborative step.
- * C. Incorrect: Simultaneous editing by multiple users is not supported.
- * D. Incorrect: Sending the form back and forth is not a feature of collaborative steps.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Steps," Subsection: "Collaborative Step Behavior" (Q3 2025).

NEW QUESTION # 23

Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)?

Note: There are 3 correct answers to this question.

- A. Access the Delete Continuous Feedback page
- B. Support multiple roles
- C. Provide discussion topics
- D. Use AI-assisted writing
- E. Prevent feedback deletion by users

Answer: B,C,E

NEW QUESTION # 24

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 distribution guidelines are enforced but NOT met within the calibration session.
- C. When subjects with comments from the current session are NOT marked as discussed.

- D. When any of the views in the session include unrated subjects.

Answer: A,B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

- * Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.
- * Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

- * SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."

Explanation of Options:

- * A. Incorrect: Unranked comments do not prevent session finalization.
- * B. Correct: Unranked subjects with a required rank column prevent finalization.
- * C. Correct: Non-compliant distribution guidelines prevent finalization.
- * D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection: "Restrictions" (Q3 2025).

NEW QUESTION # 25

Which of the following section types can you include in a 360 Review form? Note: There are 2 correct answers to this question.

- A. Reviewer Info section
- B. Performance-Potential Summary section
- C. Custom section
- D. Obj/Comp Summary section.

Answer: A,C

NEW QUESTION # 26

What can an administrator do when accessing the Delete Continuous Feedback page?

Note: There are 2 correct answers to this question.

- A. The administrator can delete only feedback given or received by active users.
- B. The administrator can access all information, including feedback content from others.
- C. The administrator can only delete feedback given in the last three months.
- D. The administrator CANNOT restore feedback once the feedback is deleted.

Answer: A,D

NEW QUESTION # 27

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