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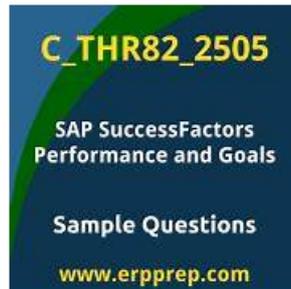
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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 360 Reviews: This section of the exam measures skills of Performance Management Specialists in configuring and deploying 360-degree feedback processes. It covers form templates, participant selection, and distribution workflows to gather comprehensive peer evaluations.
Topic 2	• 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 3	• 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.
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	• 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 6	• 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 7	• 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 8	• 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q17-Q22):

NEW QUESTION # 17
What can users do with a form during a collaborative route map step?

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

Answer: C

NEW QUESTION # 18
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. <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>
- C. <min-rater-complete-count>8</min-rater-complete-count>
- D. <min-rater-count>8</min-rater-count>
- E. <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>

Answer: A,B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To trigger messages when changes to the rater list in a 360 Review form do not meet configured requirements, the following XML elements are used:

* <min-rater-count>: Sets the minimum number of raters required (e.g., 8).
* <min-error-msg>: Defines the error message for when the total rater count is insufficient.
* <rater-cat-min-err-msg>: Specifies the error message for when a specific category's rater count is insufficient.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025):"To enforce minimum rater requirements in 360 Reviews, configure <min-rater-count> to set the minimum number of raters, <min- error-msg> to display an error for insufficient total raters, and <rater-cat-min-err-msg> for category- specific rater shortages." Explanation of Options:

* A. Correct: <min-rater-count>8</min-rater-count> sets the minimum rater requirement.
* B. Correct: <min-error-msg> triggers the total rater count error message.
* C. Correct: <rater-cat-min-err-msg> triggers category-specific rater count errors.
* D. Incorrect: <min-warning-msg> is not a standard element for 360 Reviews; errors are typically used.
* E. Incorrect: <min-rater-complete-count> is not a valid element in this context.
Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Rater List Configuration," Subsection:
"Error Messages" (Q3 2025).

NEW QUESTION # 19
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. Create a new development goal from your activities view.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Provide coaching advice to your direct report in the 1:1 meeting.

Answer: B,C,D

NEW QUESTION # 20
What can an administrator do with the Launch Forms tool? Note: There are 3 correct answers to this question.

- A. Edit introduction texts for custom sections.
- B. Set specific form template dates for the forms being launched.
- C. Disable the Ask for Feedback functionality for the forms being launched.
- D. Remove one of the form sections.
- E. Select employees based on filters.

Answer: A,B,E

NEW QUESTION # 21
What happens when you define a Calibration Session owner during the session setup?

- A. The owner can view their calibration data on the Executive Review tab.
- B. The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.
- C. The session creator can assign only one owner.
- D. The owner can define export permissions for the session.

Answer: B

NEW QUESTION # 22
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