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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">Route Maps" This section of the exam assesses the ability of SAP Consultants to configure route maps. It includes defining stages, roles, and routing conditions that determine the flow of performance forms between employees, managers, and HR.
Topic 3	<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 4	<ul style="list-style-type: none">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 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q14-Q19):

NEW QUESTION # 14

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.

- **A. Executive review**
- **B. Dashboard view**
- **C. Bin view**
- D. List view
- E. Matrix Grid view

Answer: A,B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Distribution guidelines in calibration sessions are visible in specific views to help facilitators and managers ensure ratings align with organizational expectations. According to the SAP SuccessFactors documentation, these guidelines are visible in:

* Bin view: Displays the distribution of ratings in bins, highlighting adherence to guidelines.

* Executive review: Shows distribution guidelines for high-level oversight.

* Dashboard view: Provides a visual representation of how ratings align with guidelines.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "Distribution guidelines in calibration sessions are visible in the Bin view, Executive review, and Dashboard view. These views allow facilitators to compare actual rating distributions against the defined guidelines to ensure alignment with organizational standards." Explanation of Options:

* A. Correct: Bin view shows the distribution of ratings against guidelines.

* B. Correct: Executive review includes visibility of distribution guidelines.

* C. Incorrect: Matrix Grid view focuses on plotting employees based on two dimensions (e.g., performance and potential) but does not display distribution guidelines.

* D. Correct: Dashboard view includes graphical representations of distribution guidelines.

* E. Incorrect: List view provides detailed employee data but does not display distribution guidelines.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Views," Subsection: "Distribution Guidelines Visibility" (Q3 2025).

NEW QUESTION # 15

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

Answer: A,D,E

NEW QUESTION # 16

You would like to use AI-Assisted Insights in Performance Management forms. What are the requirements to use this capability in addition to an SAP AI Units license?

Note: There are 3 correct answers to this question.

- A. Enable the feature from Provisioning > Company Settings and grant permissions from AI Access category to the required role
- B. Define a collaborative step in the Route Map including Manager and HR Rep
- C. Define a Manager single step in the Route Map associated to the form template
- D. Enable Assisted Performance Insights for Manager Review in Form Template Settings
- E. Enable the feature from Admin Center and grant permissions from AI Access category to the required role

Answer: C,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To use AI-Assisted Insights in Performance Management forms, in addition to an SAP AI Units license, the following are required:

- * Enable in Admin Center and grant AI Access permissions: The feature must be activated, and roles need appropriate permissions.
- * Manager single step in Route Map: A step involving the manager is required for insights generation.
- * Enable Assisted Performance Insights in Form Template Settings: This setting enables the feature for specific forms.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable AI-Assisted Insights, administrators must activate the feature in Admin Center and grant permissions via the AI Access category. A Manager single step must be defined in the Route Map, and the Assisted Performance Insights option must be enabled in Form Template Settings." Explanation of Options:

- * A. Correct: Enabling in Admin Center and granting AI Access permissions is required.
- * B. Incorrect: Provisioning is not used for this feature; Admin Center is the correct location.
- * C. Correct: A Manager single step is required in the Route Map.
- * D. Incorrect: A collaborative step with Manager and HR Rep is not required.
- * E. Correct: Enabling Assisted Performance Insights in Form Template Settings is necessary.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection: "Configuration Requirements" (Q3 2025).

NEW QUESTION # 17

Which of the following are unique Edit Form Attributes options in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Show section weights
- B. Lock down section weights
- C. Enable Development Plan Integration
- D. Recall enabled

Answer: B,C

NEW QUESTION # 18

A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What should the customer do to achieve this?

Note: There are 2 correct answers to this question.

- A. In Form Template Settings, enable Allow form creator to select anyone as the subject.
- B. In RBP > General User Permission, grant permission to Create Forms.
- C. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).
- D. In Form Template Settings, change the Default Targets to HR Reports Only.

Answer: A,B

NEW QUESTION # 19

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