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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q61-Q66):

NEW QUESTION # 61
Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

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

Answer: B,C,E

NEW QUESTION # 62

Where can you disable the external email address option to collect feedback related to the Ask For Feedback functionality?

- A. In Performance Management Feature Settings
- B. In the form template XML with a specific tag
- C. In Company System and Logo Settings
- D. In Form Template Settings

Answer: D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
The option to disable the external email address for collecting feedback in the Ask For Feedback functionality is configured in Form Template Settings.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"To disable the external email address option for the Ask For Feedback feature, administrators can configure this setting in Form Template Settings, ensuring that feedback collection is restricted to internal users only." Explanation of Options:
* A. Incorrect: Performance Management Feature Settings do not control this specific option.
* B. Correct: Form Template Settings is the correct location.
* C. Incorrect: Company System and Logo Settings are unrelated to feedback configuration.
* D. Incorrect: While XML configurations exist, this specific setting is managed in Form Template Settings, not via a tag.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "Ask For Feedback Configuration," Subsection: "External Email Settings" (Q3 2025).

NEW QUESTION # 63
Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills. Which of the following actions can an administrator complete from Manage Talent Intelligence Hub? Note: There are 3 correct answers to this question.

- A. Assign Rating History Type to form templates
- B. Categorize Attributes using Tags
- C. Set up a Proficiency Rating Scale
- D. Import Attribute Libraries
- E. Map Skills to Job Roles

Answer: A,B,C

NEW QUESTION # 64
Where can you export and import translations of a performance form in Admin Center?

- A. In Text Replacement
- B. In Manage Languages
- C. In Manage Form Label Translations
- D. In Import Translations

Answer: C

NEW QUESTION # 65
Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills. Which of the following actions can an administrator complete from Manage Talent Intelligence Hub?
Note: There are 3 correct answers to this question.

- A. Import Attribute Libraries
- B. Assign Rating History Type to form templates
- C. Categorize Attributes using Tags
- D. Set up a Proficiency Rating Scale
- E. Map Skills to Job Roles

Answer: A,C,D

NEW QUESTION # 66

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