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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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">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 6	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q27-Q32):

NEW QUESTION # 27

Your customer needs to set up a non-hierarchical permission for the HRBP role to allow for the creation of personal goals for employees in the US. How can you do this in the instance?

Note: There are 2 correct answers to this question.

- A. Include Create Team Goals permission in the Goals category in RBP for the HRBP role.
- B. Include the EH role in the <create> permission in the Goal Plan XML template.
 D. Include a custom role in the <create> permission in the Goal Plan XML template.</create></create>
- C. Include the Extended EH for Performance Goals permission in Manage Goals category in RBP for the HRBP role.

Answer: A,C

NEW QUESTION # 28

Where can you assign a job code to an employee in the front end? Note: There are 2 correct answers to this question.

- A. In Manage Users
- B. In Employee Import
- C. In Manage Job Roles
- D. In Configure Employee Files

Answer: A,C

NEW QUESTION # 29

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

Answer: B,D

NEW QUESTION # 30

How can you set up rating scales in your performance form template?

Note: There are 2 correct answers to this question.

- A. You can change the rating scale on live forms.
- B. You can set a main rating scale from General Settings.
- C. You can assign more than one rating scale to your ratable sections.
- D. You can set a rating scale in a custom section.

Answer: B,C

NEW QUESTION # 31

Your customer wants to change the default labels in the Summary section for both Manual Overall Rating and Calculated Overall Rating. Where can the customer do this?

Note: There are 2 correct answers to this question.

- A. In XML <calc-rating-label>
- B. In XML <calc-summary-rating-label>
- C. In Manage Templates > Choose an alternate label for the rating field
- D. In XML <overall-rating-label>

Answer: A,D

NEW QUESTION # 32

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