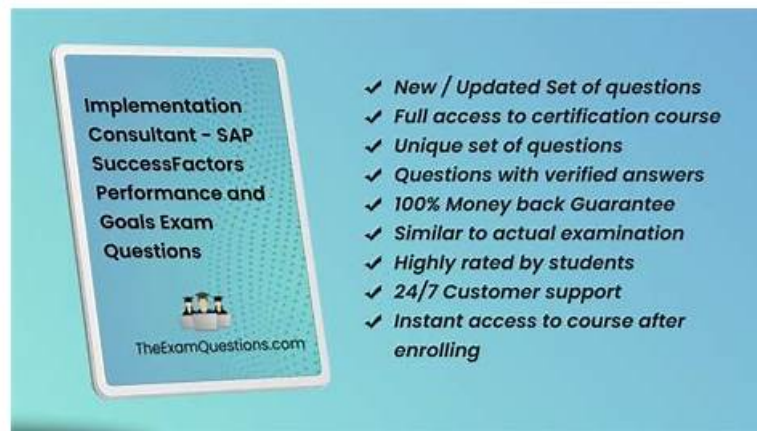


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SAP C-THR82-2505 Exam Syllabus Topics:

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"> 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 3	<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 4	<ul style="list-style-type: none"> 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 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"> 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.

- 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 (Q16-Q21):****NEW QUESTION # 16**

Which of the following roles are supported in 360 Reviews for the default rater population field? Note: There are 3 correct answers to this question.

- A. All Level Manager (EM+)
- B. Custom Manager (EC)
- C. All Matrix Managers (EP)
- D. Peer (EMD)
- E. Direct Report (ED)

Answer: C,D,E

NEW QUESTION # 17

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

Answer: B,C,E

NEW QUESTION # 18

Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions? Note: There are 3 correct answers to this question.

- A. Multiple ratings can be grouped together under the same distribution guideline.
- B. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.
- C. Distribution range and group of ratings can be defined for any data source in the Calibration template.
- D. Additional operators besides = are supported.
- E. A red bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.

Answer: A,B,E

NEW QUESTION # 19

An employee wants to use Generative AI to create performance goals. Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals?

Note: There are 3 correct answers to this question.

- A. milestones
- B. comments
- C. desc
- D. metric
- E. state

Answer: A,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Assisted Performance Goals feature, which leverages Generative AI, supports the following standard field IDs in the Goal Plan template:

- * milestones: Allows AI to generate milestone-based progress tracking.
- * desc: Supports AI-generated goal descriptions.
- * metric: Enables AI to define measurable metrics for goals.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Assisted Performance Goals feature, powered by Generative AI, supports standard field IDs such as milestones, desc, and metric in the Goal Plan template to generate structured and measurable goals." Explanation of Options:

- * A. Incorrect: The comments field is not supported for AI-assisted goal creation.
- * B. Incorrect: The state field is for goal status and not AI-supported.
- * C. Correct: milestones is supported for AI-generated milestones.
- * D. Correct: desc is supported for goal descriptions.
- * E. Correct: metric is supported for defining measurable outcomes.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Assisted Performance Goals," Subsection: "Supported Field IDs" (Q3 2025).

NEW QUESTION # 20

Which of the following are unique Edit Form Attributes options in 360 Reviews? Note: There are 2 correct answers to this question.

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

Answer: A,D

NEW QUESTION # 21

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