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SAP Certified Associate - SAP SuccessFactors Performance and Goals

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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q65-Q70):

NEW QUESTION # 65

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

- A. Categories can always be removed if the user has permissions to edit the section.
- B. Custom roles CANNOT be included as participants.
- C. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- D. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.

Answer: C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Rater section in performance forms:

* Pre-populates based on relationships: The participant list is automatically filled based on roles like manager or peer.

* Supports warning/error messages: Messages can be configured for participant count limits.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Rater section pre-populates participants based on their role relationship to the employee (e.g., manager, peer). Administrators can define warning or error messages if the number of participants exceeds or does not meet the configured limits." Explanation of Options:

* A. Incorrect: Categories cannot always be removed; it depends on configuration and permissions.

* B. Correct: The list pre-populates based on role relationships.

* C. Incorrect: Custom roles can be included as participants.

* D. Correct: Warning/error messages can be defined for participant counts.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rater Section Configuration," Subsection: "Participant Management" (Q3 2025).

NEW QUESTION # 66

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form. The weights should be editable by end users, and the goal section should display item weights in the Summary. Which of the following attributes are relevant to achieve this requirement?

Note: There are 2 correct answers to this question.

- A. lock-item-weights="false"
- B. in-overall-rating="true"
- C. configurable="true"
- D. no-weight="true"

Answer: A,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To transfer goal weights from the Goal Plan to the Performance Management Form with editable weights and display in the Summary section:

- * configurable="true": Allows end users to edit weights in the form.
- * lock-item-weights="false": Ensures weights are not locked and remain editable.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable goal weights to transfer from the Goal Plan to the Performance Management Form with editable weights displayed in the Summary section, set configurable="true" and lock-item-weights="false" in the form template XML." Explanation of Options:

- * A. Incorrect: no-weight="true" disables weighting, not enabling it.
- * B. Incorrect: in-overall-rating="true" includes goals in overall rating calculations, not weight editing.
- * C. Correct: configurable="true" enables weight editing.
- * D. Correct: lock-item-weights="false" allows weight modifications.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Goal Weight Integration," Subsection: "Form Configuration" (Q3 2025).

NEW QUESTION # 67

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-warning-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</min-warning-msg>
- D. <min-rater-count>8</min-rater-count>
- E. <min-rater-complete-count>8</min-rater-complete-count>

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 # 68

Which of the following Detailed 360 Report views can you turn on from Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Gap Analysis view
- B. Rank view
- C. Hidden Strength and Blind Spot view
- D. Graphical Summary view

Answer: A,B

NEW QUESTION # 69

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


Answer: A,B

NEW QUESTION # 70

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