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SAP C_THR82_2505 Exam
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">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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> • 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 6	<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 7	<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 8	<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 9	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q26-Q31):

NEW QUESTION # 26

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed. Which configuration is available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from others tab?

- A. Remove others-rating-tab-item-permission and include tab-item refid="item-rating"
- **B. Remove subject-item-rating permission to hide the Employee Rating**
- C. Remove item-cmt-rating permission to hide the Unofficial User Rating
- D. Remove user-item-cmt-rating permission to hide the Unofficial User Rating

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When using Rating Option 2 (two rating fields displayed), the subject-item-rating permission controls the visibility of the Employee Rating. Removing this permission hides the redundant rating field while keeping unofficial ratings visible in the Ratings from others tab.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "For Rating Option 2, removing the subject-item-rating permission hides the Employee Rating field, ensuring only one rating field is displayed while maintaining visibility of unofficial ratings in the Ratings from others tab." Explanation of Options:

- * A. Correct: Removing subject-item-rating hides the Employee Rating.
- * B. Incorrect: others-rating-tab-item-permission is not a valid permission.
- * C. Incorrect: item-cmt-rating is not related to rating fields.
- * D. Incorrect: user-item-cmt-rating is not relevant to this configuration.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rating Option 2 Configuration," Subsection: "Field Permissions" (Q3 2025).

NEW QUESTION # 27

Which actions are available for a Process Owner on the Evaluation Summary in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Add an overall comment
- B. Open Detailed 360 Report
- C. Add or remove participants
- D. Change overall rating from participants

Answer: A,B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a 360 Review, the Process Owner has specific actions they can perform in the Evaluation Summary.

According to the SAP SuccessFactors documentation:

- * Option A: The Process Owner can open the Detailed 360 Report to view comprehensive feedback and analysis.
- * Option C: The Process Owner can add an overall comment to summarize the evaluation or provide additional context.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "In the Evaluation Summary of a 360 Review, the Process Owner can perform actions such as opening the Detailed 360 Report to review aggregated feedback and adding an overall comment to provide final remarks or insights about the evaluation process." Explanation of Options:

- * A. Correct: Opening the Detailed 360 Report is a standard action for Process Owners.
- * B. Incorrect: Changing the overall rating from participants is not typically allowed, as ratings are aggregated based on participant inputs and system rules.
- * C. Correct: Adding an overall comment is a supported action for the Process Owner.
- * D. Incorrect: Adding or removing participants is generally managed during the setup phase, not in the Evaluation Summary.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Evaluation Summary Actions," Subsection: "Process Owner Permissions" (Q3 2025).

NEW QUESTION # 28

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 # 29

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. configurable="true"
- C. no-weight="true"
- D. in-overall-rating="true"

Answer: A,D

NEW QUESTION # 30

Which of the following can a manager use from the Team Overview tab? Note: There are 3 correct answers to this question.

- A. The Get Feedback feature, to collect additional comments on the form
- B. The Ask for Feedback button, to send an e-mail to internal or external users
- C. The Stack Ranker, to evaluate competencies and skills for their direct reports
- D. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- E. The Stack Ranker, to evaluate objectives and skills for their direct reports

Answer: B,C,D

NEW QUESTION # 31

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