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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 5	• 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 6	• 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 7	• 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	• 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 9	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q68-Q73):

NEW QUESTION # 68
What should you consider when you convert legacy templates to the latest version?
Note: There are 2 correct answers to this question.

- A. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- B. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.
- C. The background style for the status field is supported in both RGB and HEX.
- D. Any existing Group Goal data from the legacy template will be retained.</obj-plan-due></obj-plan- start>

Answer: A,B

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
When converting legacy goal plan templates to the latest version, administrators must consider:
* Start and due dates: Goals must align with the <obj-plan-start> and <obj-plan-due> dates defined in the new template.
* Textarea field limits: Fields like metric or comments are limited to 4000 characters in the latest version.
Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025):"When converting legacy goal plan templates, ensure that goal start and due dates fall within the <obj-plan-start> and <obj-plan-due> dates of the new template. Additionally, textarea fields such as metric or comments will have a maximum length of 4000 characters in the latest version." Explanation of Options:

* A. Incorrect: Background style for the status field is not a consideration during template conversion.
* B. Correct: Dates must align with the new template's defined range.
* C. Correct: Textarea fields are limited to 4000 characters.
* D. Incorrect: Group Goal data may not be retained, depending on the conversion process and template compatibility.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

NEW QUESTION # 69

Which of the following field types can be configured as custom fields in the goal plan? Note: There are 2 correct answers to this question.

- A. enum
- B. table
- C. textarea
- D. comment

Answer: A,C

NEW QUESTION # 70

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

Answer: A,B,E

NEW QUESTION # 71

In your goal plan, you notice some warnings as shown in the screenshot.

What do these warnings mean?

- A. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.</max-goals></max-weight></max-goals-per-category></max-weight></min-goals></max-weight></min-goals></weight-total>
- B. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
- C. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.
- D. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.

Answer: A

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
Warnings in a goal plan typically indicate that configured limits are not met. The warning in this case suggests that the total weight of goals exceeds <max-weight> (set to 100) or the number of goals exceeds
<max-goals> (set to 5) for the entire goal plan.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Goal Management Guide (Q3 2025):"Warnings in the goal plan are triggered when the total weight exceeds the <max-weight> limit (e.g., 100) or the number of goals exceeds the
<max-goals> limit (e.g., 5) defined for the entire goal plan."
Explanation of Options:
* A. Incorrect: <weight-total> is not a standard attribute; <max-weight> is used.
* B. Incorrect: <min-goals> is not typically paired with <max-weight> for warnings.
* C. Incorrect: <max-goals-per-category> applies to categories, not the entire plan.
* D. Correct: <max-weight> of 100 and <max-goals> of 5 are the correct limits triggering the warning.
Reference:
SAP SuccessFactors Goal Management Guide, Section: "Goal Plan Warnings," Subsection: "Limit Configurations" (Q3 2025).

NEW QUESTION # 72

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session? Note:
There are 2 correct answers to this question.

- A. When distribution guidelines are enforced but NOT met within the calibration session.
- B. When any of the views in the session include unrated subjects.
- C. When rank column is set as required and some subjects are NOT ranked in the Bin view.
- D. When subjects with comments from the current session are NOT marked as discussed.

Answer: A,C

NEW QUESTION # 73

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