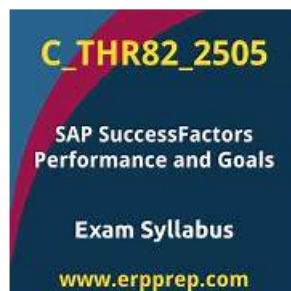


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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 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"> • 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 4	<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 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"> • 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 7	<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 8	<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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q80-Q85):

NEW QUESTION # 80

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. SOAP
- B. IDoc
- C. RFC
- D. OData

Answer: A,D

NEW QUESTION # 81

Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you control when setting up a Calibration session?

Note: There are 2 correct answers to this question.

- A. You can select custom filters to be used in people search when you set up a Calibration Session.
- B. You can select additional fields to be displayed in the results table, in addition to the default search result fields.
- C. You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.
- D. You can select Filter fields for the filter function across all views in the Calibration Session.

Answer: B,D

NEW QUESTION # 82

What is the purpose of the Coaching Advisor/Give Advice functionality? Note: There are 2 correct answers to this question.

- A. To give a user an overall performance rating based on calculations
- B. To give a user information on how to strengthen a competency
- C. To give a user developmental suggestions
- D. To give a user guidance to create SMART goals

Answer: B,C

NEW QUESTION # 83

What are the main characteristics of skills?

Note: There are 2 correct answers to this question.

- A. Skills can be associated to behaviors.
- B. Skills can be mapped to Job Roles with Job Description Manager.
- C. Skills can be rated on attribute sections in Performance and 360 Reviews forms.
- D. Skills can be recommended to employees using AI capabilities.

Answer: A,D

NEW QUESTION # 84

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

Answer: C,D

NEW QUESTION # 85

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