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SAP Certified Associate - SAP SuccessFactors Performance and Goals
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1 / 3

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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">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"> 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"> 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"> 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 6	<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 7	<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 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.
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 (Q73-Q78):

NEW QUESTION # 73

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 Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- D. The Stack Ranker, to evaluate objectives and skills for their direct reports
- E. The Stack Ranker, to evaluate competencies and skills for their direct reports

Answer: B,C,E

NEW QUESTION # 74

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for

each item, except for the employee who has a private self-assessment rating box.
Which of the following fields should you consider when defining field permissions for this section?
Note: There are 2 correct answers to this question.

- A. item-cmt-rating
- B. user-item-cmt-rating
- C. item-rating
- D. subject-item-rating

Answer: A,C

NEW QUESTION # 75

Which of the following are options in the Review Information section of the performance form?
Note: There are 2 correct answers to this question.

- A. Custom elements can be added.
- B. This section type is generally disabled for end users.
- C. Review dates are hard-coded from Form Template Settings.
- D. Only fixed dates set at form template level can be made editable in the section.

Answer: B,C

NEW QUESTION # 76

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 Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- D. The Stack Ranker, to evaluate objectives and skills for their direct reports
- E. The Stack Ranker, to evaluate competencies and skills for their direct reports

Answer: B,C,E

NEW QUESTION # 77

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

Answer: B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

- * Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.
- * Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."

Explanation of Options:

- * A. Incorrect: Unmarked comments do not prevent session finalization.
- * B. Correct: Unranked subjects with a required rank column prevent finalization.
- * C. Correct: Non-compliant distribution guidelines prevent finalization.
- * D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

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