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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	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	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 3	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 4	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	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	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 (Q22-Q27):

NEW QUESTION # 22

You are configuring hidden-threshold="2" for the Direct Report category.

What can happen when the subject of the form has only one direct report in the list of raters? Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.
- B. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
- C. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- D. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.

Answer: A,B

NEW QUESTION # 23

Which of the following are supported actions for 360 Reviews that allow an administrator to manage in-progress forms?

Note: There are 2 correct answers to this question.

- A. Mass decline/complete forms
- B. Approve forms
- C. Route forms to Signature Stage
- D. Restore completed forms

Answer: A,D

NEW QUESTION # 24

What action does the following XML code allow a manager to perform from their goal plan?

```
<permission for="cascade-push">  
<role-name><![CDATA[EM+]]></role-name>  
</permission>
```

- A. A manager can cascade goals to all employees in their reporting chain.
- B. A manager can cascade goals to their manager's goal plan.
- C. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- D. A manager can cascade a goal from their direct report's goal plan.

Answer: C

NEW QUESTION # 25

Which of the following are unique Edit Form Attributes options in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Lock down section weights
- B. Show section weights
- C. Enable Development Plan Integration
- D. Recall enabled

Answer: A,C

NEW QUESTION # 26

What can an administrator do with the Launch Forms tool?

Note: There are 3 correct answers to this question.

- A. Disable the Ask for Feedback functionality for the forms being launched.
- B. Remove one of the form sections.
- C. Select employees based on filters.
- D. Edit introduction texts for custom sections.
- E. Set specific form template dates for the forms being launched.

Answer: C,D,E

NEW QUESTION # 27

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