

Top C-THR82-2505 Exam Demo | Professional SAP C-THR82-2505: SAP Certified Associate - SAP SuccessFactors Performance and Goals 100% Pass



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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"> • 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"> • 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 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"> • 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 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q55-Q60):

NEW QUESTION # 55

Which of the following section types can you include in a 360 Review form? Note: There are 2 correct answers to this question.

- A. Obj/Comp Summary section.
- B. Performance-Potential Summary section
- C. Reviewer Info section
- D. Custom section

Answer: C,D

NEW QUESTION # 56

What happens when you define a Calibration Session owner during the session setup?

- A. The owner can view their calibration data on the Executive Review tab.
- B. The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.
- C. The session creator can assign only one owner.
- D. The owner can define export permissions for the session.

Answer: B

NEW QUESTION # 57

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

Answer: A

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 # 58

In what scenario would you use the Get Feedback function on a performance form?

- A. When you want to collect feedback from different users via e-mail
- B. When you want to send the actual form to another user in the Signature stage so ratings and/or comments can be added to the form
- C. When you want to send the actual form to another user in an existing step so ratings and/or comments can be added to the form
- D. When you want to send the actual form to another user in a new user-defined step so ratings and/or comments can be added to the form

Answer: D

NEW QUESTION # 59

What are possible actions for the Last Rating tab in a Performance Management form?

Note: There are 2 correct answers to this question.

- A. It can be hidden using field-permissions.
- B. It is NOT supported for skill ratings.
- C. It can prepopulate on the item-rating by default.
- D. It can include proficiency ratings from Growth Portfolio.

Answer: C,D

NEW QUESTION # 60

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