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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 | • 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 | • 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 5 | • 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 (Q32-Q37):

**NEW QUESTION # 32**
Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions?
Note: There are 3 correct answers to this question.

- A. Multiple ratings can be grouped together under the same distribution guideline.
- B. Additional operators besides = are supported.
- C. Distribution range and group of ratings can be defined for any data source in the Calibration template.
- D. A red bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.
- E. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.

**Answer: A,D,E**

**NEW QUESTION # 33**
In your goal plan, you notice some warnings as shown in the screenshot.
What do these warnings mean?

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

**Answer: D**

**NEW QUESTION # 34**
What is the purpose of the user-defined step in a single-step route map?

- A. To make sure the form comes back to the user's inbox at the end of the workflow
- B. To assign the form to a group of people
- C. To split the sections of the form and send each of them to different users for validation
- D. To ensure all performance forms are routed to the same user in that step

**Answer: D**

**NEW QUESTION # 35**

What can an administrator do to a competency from the front end? Note: There are 2 correct answers to this question.

- A. Edit the competency description.
- B. Mark the competency as core.
- C. Remove a job-specific competency from an existing form.
- D. Associate a competency with an achievement.

**Answer: A,B**

**NEW QUESTION # 36**

What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct answers to this question.

- A. The administrator can delete only feedback given or received by active users.
- B. The administrator can access all information, including feedback content from others.
- C. The administrator CANNOT restore feedback once the feedback is deleted.
- D. The administrator can only delete feedback given in the last three months.

**Answer: A,C**

**NEW QUESTION # 37**

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