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## SAP C\_THR82\_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q60-Q65):

### NEW QUESTION # 60

How can you set up rating scales in your performance form template? Note: There are 2 correct answers to this question.

- A. You can set a main rating scale from General Settings.
- B. You can assign more than one rating scale to your ratable sections.
- C. You can set a rating scale in a custom section.
- D. You can change the rating scale on live forms.

**Answer: A,B**

### NEW QUESTION # 61

Where can you disable the external email address option to collect feedback related to the Ask For Feedback functionality?

- A. In Performance Management Feature Settings
- B. In the form template XML with a specific tag
- C. In Company System and Logo Settings
- D. In Form Template Settings

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The option to disable the external email address for collecting feedback in the Ask For Feedback functionality is configured in Form Template Settings.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "To disable the external email address option for the Ask For Feedback feature, administrators can configure this setting in Form Template Settings, ensuring that feedback collection is restricted to internal users only." Explanation of Options:

\* A. Incorrect: Performance Management Feature Settings do not control this specific option.

- \* B. Correct: Form Template Settings is the correct location.
- \* C. Incorrect: Company System and Logo Settings are unrelated to feedback configuration.
- \* D. Incorrect: While XML configurations exist, this specific setting is managed in Form Template Settings, not via a tag.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Ask For Feedback Configuration," Subsection: "External Email Settings" (Q3 2025).

#### NEW QUESTION # 62

Which of the following are valid end user actions in Continuous Performance Management (CPM)?

Note: There are 3 correct answers to this question.

- A. Provide coaching advice to your direct report in the 1:1 meeting.
- B. Create a new development goal from your activities view.
- C. Add your own meeting notes to assist with the 1:1 meeting.
- D. Add attachments to one of your activities.
- E. Send a channel invitation to your colleague to have regular 1:1 meetings.

**Answer: B,C,D**

#### NEW QUESTION # 63

What can users do with a form during a collaborative route map step?

- A. The form can be sent to another user with the Get Feedback button.
- B. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.
- C. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.
- D. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a collaborative route map step, the form is available in all participants' inboxes simultaneously, but only one user can edit it at a time to prevent conflicts.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "During a collaborative route map step, the performance form appears in all participants' inboxes at the same time, but only one user can make edits at a time to ensure data integrity." Explanation of Options:

- \* A. Incorrect: The Get Feedback button is not specific to collaborative steps.
- \* B. Correct: Only one user can edit at a time in a collaborative step.
- \* C. Incorrect: Simultaneous editing by multiple users is not supported.
- \* D. Incorrect: Sending the form back and forth is not a feature of collaborative steps.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Steps," Subsection: "Collaborative Step Behavior" (Q3 2025).

#### NEW QUESTION # 64

An employee wants to use Generative AI to create performance goals. Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals?

Note: There are 3 correct answers to this question.

- A. milestones
- B. metric
- C. comments
- D. state
- E. desc

**Answer: A,B,E**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Assisted Performance Goals feature, which leverages Generative AI, supports the following standard field IDs in the Goal Plan template:

\* milestones: Allows AI to generate milestone-based progress tracking.

\* desc: Supports AI-generated goal descriptions.

\* metric: Enables AI to define measurable metrics for goals.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Assisted Performance Goals feature, powered by Generative AI, supports standard field IDs such as milestones, desc, and metric in the Goal Plan template to generate structured and measurable goals." Explanation of Options:

\* A. Incorrect: The comments field is not supported for AI-assisted goal creation.

\* B. Incorrect: The state field is for goal status and not AI-supported.

\* C. Correct: milestones is supported for AI-generated milestones.

\* D. Correct: desc is supported for goal descriptions.

\* E. Correct: metric is supported for defining measurable outcomes.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Assisted Performance Goals," Subsection: "Supported Field IDs" (Q3 2025).

## NEW QUESTION # 65

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