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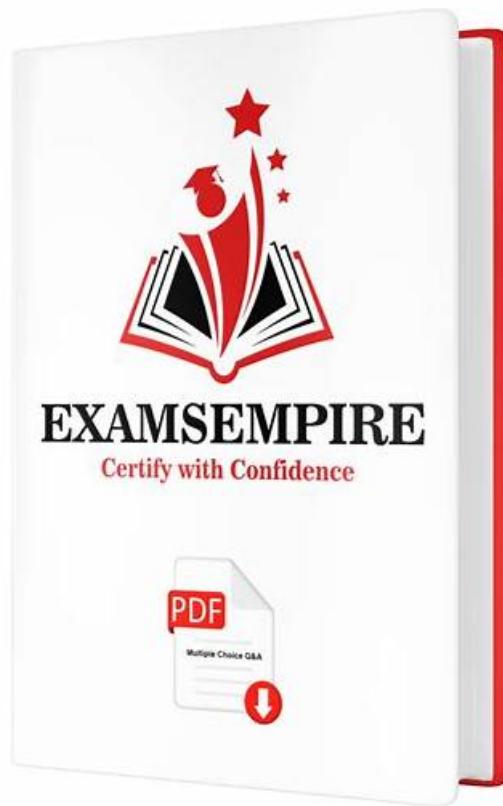

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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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	• 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 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	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q61-Q66):

NEW QUESTION # 61
Which of the following Detailed 360 Report views can you turn on from Form Template Settings?
Note: There are 2 correct answers to this question.

- A. Rank view
- B. Hidden Strength and Blind Spot view
- C. Graphical Summary view
- D. Gap Analysis view

Answer: A,D

NEW QUESTION # 62
Which of the following are applicable to the Employee Information section?

- A. Custom elements can be displayed.
- B. Elements CANNOT be reordered.
- C. Section content can be edited on the form.
- D. Elements can be relabeled specifically per form template.

Answer: A,C,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
The Employee Information section in performance forms supports:
* Relabeling elements per form template: Elements can be customized with specific labels.
* Displaying custom elements: Additional custom fields can be included.

* Editing section content: Users with appropriate permissions can edit content on the form.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"The Employee Information section allows elements to be relabeled specifically for each form template, supports the display of custom elements, and permits editing of section content by users with appropriate permissions. Elements can also be reordered as needed." Explanation of Options:
* A. Correct: Elements can be relabeled per form template.
* B. Correct: Custom elements can be displayed.
* C. Correct: Section content can be edited on the form.
* D. Incorrect: Elements can be reordered, contrary to the statement.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "Employee Information Section," Subsection: "Configuration Options" (Q3 2025).

NEW QUESTION # 63
When will ratings be displayed as a drop-down list?
Note: There are 3 correct answers to this question.

- A. When hiding numeric values
- B. When showing numeric values
- C. When using matrix grid rating scales
- D. When using rating scales below 5 points
- E. When using rating scales over 5 points

Answer: A,C,E

NEW QUESTION # 64
In what scenario would you use the Get Feedback function on a performance form?

- A. 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
- 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 collect feedback from different users via e-mail
- 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 # 65
Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills.
Which of the following actions can an administrator complete from Manage Talent Intelligence Hub? Note:
There are 3 correct answers to this question.

- A. Import Attribute Libraries
- B. Set up a Proficiency Rating Scale
- C. Map Skills to Job Roles
- D. Categorize Attributes using Tags
- E. Assign Rating History Type to form templates

Answer: B,D,E

NEW QUESTION # 66
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