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SAP C_THR82_2505 Exam
SAP Certified Associate - SAP
SuccessFactors Performance and Goals
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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">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	<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 4	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 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"> 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 8	<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 9	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q75-Q80):

NEW QUESTION # 75

What are the Dynamic Team members able to achieve when OKR functionality is enabled"? Note: There are 2 correct answers to this question.

- A. Create objective statuses
- B. Add up to 5 key results for each objective
- C. Add or remove contributors to a key result
- D. Define the role of other people on the team

Answer: A,B

NEW QUESTION # 76

What can an administrator do with the Launch Forms tool?

Note: There are 3 correct answers to this question.

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

Answer: A,D,E

NEW QUESTION # 77

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- D. Establish release management.
- E. Establish regular housekeeping tasks and procedures.

Answer: B,C,D

NEW QUESTION # 78

Which of the following are possible for the manager-initiated Calibration Sessions? Note: There are 2 correct answers to this question.

- A. Default facilitator(s) CANNOT be changed.
- B. The templates available to managers can be restricted from role-based permissions.
- C. Direct reports can be added as participants or subjects.
- D. Calibration views can be modified by managers.

Answer: B,C

NEW QUESTION # 79

What can you do with the Import Performance Goals feature? Note: There are 3 correct answers to this question.

- A. Delete goal comments
- B. Update goals
- C. Delete goals
- D. Transfer existing goals between employees
- E. Assign team goals

Answer: B,C,E

NEW QUESTION # 80

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