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## SAP C_THR82_2505 Exam Syllabus Topics:

| Topic | Details |
|-------|---------|
|       |         |

| Topic 1 | • 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 | • 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 3 | • 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 4 | • 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 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 | • 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. |

# SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q37-Q42):

**NEW QUESTION # 37**

Which of the following are considerations when you are converting legacy templates to the latest version? Note: There are 2 Answers :s to this Questio ns :.

- A. Any existing Group Goal data from the legacy template will be retained.
- B. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.
- C. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- D. The background style for the status field is supported in both RGB and HEX.

**Answer: B,C**

**NEW QUESTION # 38**

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

**Answer: A,C,D**

**NEW QUESTION # 39**

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can grant access to the dashboard to partners.
- B. It can be used in all SAP S/4HANA Cloud editions.

- C. It can be accessed by using SAP For Me.
- D. Customers can use the dashboard in the dev, test, and production tenants.

**Answer: A,C**

**NEW QUESTION # 40**
Which of the following are available rating styles in the latest experience of Performance Management forms?
Note: There are 3 correct answers to this question.

- A. Circle
- B. Radio
- C. Slider
- D. Dropdown
- E. Stars

**Answer: C,D,E**

**NEW QUESTION # 41**
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. Hidden Strength and Blind Spot view
- B. Rank view
- C. Graphical Summary view
- D. Gap Analysis view

**Answer: B,D**

**NEW QUESTION # 42**
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