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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q35-Q40):

NEW QUESTION # 35

How are skills populated in the attribute section of a form?

Note: There are 3 correct answers to this question.

- A. Managers assign skills to their direct reports from the Org Chart.
- B. Skills are hard-coded in the Custom Attribute section.
- C. Administrators assign skills to users from Admin Center.
- D. Users add skills manually to the form when the section is `<configurable="true">`.
- E. Skills mapped to the users' job roles are visible in the Job Specific Attribute section.

Answer: C,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Skills in the attribute section of a performance form can be populated as follows:

- * Administrators assign skills: Done via Admin Center for specific users.
- * Users add skills manually: If the section is configured as `<configurable="true">`.
- * Skills mapped to job roles: Appear in the Job Specific Attribute section based on Talent Intelligence Hub mappings.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025):"Skills can be populated in the attribute section by administrators assigning skills in Admin Center, users manually adding skills when `<configurable="true">` is set, and skills mapped to job roles appearing in the Job Specific Attribute section via Talent Intelligence Hub configurations." Explanation of Options:

- * A. Correct: Administrators can assign skills in Admin Center.
- * B. Correct: Users can add skills if the section is configurable.
- * C. Incorrect: Skills are not hard-coded in the Custom Attribute section.
- * D. Incorrect: Managers do not assign skills via the Org Chart.
- * E. Correct: Job role-mapped skills appear in the Job Specific Attribute section.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Attribute Section Configuration," Subsection: "Skill Population" (Q3 2025).sap.com

NEW QUESTION # 36

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session?

Note: There are 2 correct answers to this question.

- A. When rank column is set as required and some subjects are NOT ranked in the Bin view.
- B. When distribution guidelines are enforced but NOT met within the calibration session.
- C. When any of the views in the session include unrated subjects.
- D. When subjects with comments from the current session are NOT marked as discussed.

Answer: A,B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

- * Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.
- * Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025):"A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session." Explanation of Options:

- * A. Incorrect: Unmarked comments do not prevent session finalization.
- * B. Correct: Unranked subjects with a required rank column prevent finalization.
- * C. Correct: Non-compliant distribution guidelines prevent finalization.
- * D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection: "Restrictions" (Q3 2025).

NEW QUESTION # 37

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.

- A. List view
- B. Dashboard view
- C. Executive review
- D. Bin view
- E. Matrix Grid view

Answer: B,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Distribution guidelines in calibration sessions are visible in specific views to help facilitators and managers ensure ratings align with organizational expectations. According to the SAP SuccessFactors documentation, these guidelines are visible in:

- * Bin view: Displays the distribution of ratings in bins, highlighting adherence to guidelines.
- * Executive review: Shows distribution guidelines for high-level oversight.
- * Dashboard view: Provides a visual representation of how ratings align with guidelines.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "Distribution guidelines in calibration sessions are visible in the Bin view, Executive review, and Dashboard view. These views allow facilitators to compare actual rating distributions against the defined guidelines to ensure alignment with organizational standards." Explanation of Options:

- * A. Correct: Bin view shows the distribution of ratings against guidelines.
- * B. Correct: Executive review includes visibility of distribution guidelines.
- * C. Incorrect: Matrix Grid view focuses on plotting employees based on two dimensions (e.g., performance and potential) but does not display distribution guidelines.
- * D. Correct: Dashboard view includes graphical representations of distribution guidelines.
- * E. Incorrect: List view provides detailed employee data but does not display distribution guidelines.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Views," Subsection: "Distribution Guidelines Visibility" (Q3 2025).

NEW QUESTION # 38

Which of the following can a manager use from the Team Overview tab? Note: There are 3 correct answers to this question.

- A. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- B. The Get Feedback feature, to collect additional comments on the form
- C. The Stack Ranker, to evaluate competencies and skills for their direct reports
- D. The Stack Ranker, to evaluate objectives and skills for their direct reports
- E. The Ask for Feedback button, to send an e-mail to internal or external users

Answer: A,C,E

NEW QUESTION # 39

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed. Which configuration is available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from others tab?

- A. Remove item-cmt-rating permission to hide the Unofficial User Rating

- B. Remove user-item-cmt-rating permission to hide the Unofficial User Rating
- **C. Remove subject-item-rating permission to hide the Employee Rating**
- D. Remove others-rating-tab-item permission and include tab-item refid="item-rating"

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When using Rating Option 2 (two rating fields displayed), the subject-item-rating permission controls the visibility of the Employee Rating. Removing this permission hides the redundant rating field while keeping unofficial ratings visible in the Ratings from others tab.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "For Rating Option 2, removing the subject-item-rating permission hides the Employee Rating field, ensuring only one rating field is displayed while maintaining visibility of unofficial ratings in the Ratings from others tab." Explanation of Options:

- * A. Correct: Removing subject-item-rating hides the Employee Rating.
- * B. Incorrect: others-rating-tab-item-permission is not a valid permission.
- * C. Incorrect: item-cmt-rating is not related to rating fields.
- * D. Incorrect: user-item-cmt-rating is not relevant to this configuration.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rating Option 2 Configuration," Subsection: "Field Permissions" (Q3 2025).

NEW QUESTION # 40

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