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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> Job Architecture and Attributes: This section of the exam assesses 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 3	<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 4	<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 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.
Topic 6	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q58-Q63):

NEW QUESTION # 58

What should you consider when you convert legacy templates to the latest version?

Note: There are 2 correct answers to this question.

- A. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.

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

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When converting legacy goal plan templates to the latest version, administrators must consider:

- * Start and due dates: Goals must align with the <obj-plan-start> and <obj-plan-due> dates defined in the new template.
- * Textarea field limits: Fields like metric or comments are limited to 4000 characters in the latest version.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "When converting legacy goal plan templates, ensure that goal start and due dates fall within the <obj-plan-start> and <obj-plan-due> dates of the new template. Additionally, textarea fields such as metric or comments will have a maximum length of 4000 characters in the latest version." Explanation of Options:

- * A. Incorrect: Background style for the status field is not a consideration during template conversion.
- * B. Correct: Dates must align with the new template's defined range.
- * C. Correct: Textarea fields are limited to 4000 characters.
- * D. Incorrect: Group Goal data may not be retained, depending on the conversion process and template compatibility.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

NEW QUESTION # 59

What is the purpose of the user-defined step in a single-step route map?

- A. To make sure the form comes back to the user's inbox at the end of the workflow
- B. To ensure all performance forms are routed to the same user in that step

- C. To split the sections of the form and send each of them to different users for validation
- D. To assign the form to a group of people

Answer: B

NEW QUESTION # 60

Which of the following are supported actions for 360 Reviews that allow an administrator to manage in-progress forms?

Note: There are 2 correct answers to this question.

- A. Restore completed forms
- B. Mass decline/complete forms
- C. Route forms to Signature Stage
- D. Approve forms

Answer: A,B

NEW QUESTION # 61

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

Answer: C,D,E

NEW QUESTION # 62

Which type of permissions of approved sessions can be granted to facilitators? Note: There are 3 correct answers to this question.

- A. Finalize
- B. Reopen
- C. Delete
- D. Write
- E. Export

Answer: C,D,E

NEW QUESTION # 63

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