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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"> 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 2 | <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 3 | <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 4 | <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 5 | <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 6 | <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 7 | <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. |
| Topic 8 | <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 9 | <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 (Q13-Q18):

NEW QUESTION # 13

Which of the following feedback data can you use as a source to generate AI-Assisted Insights in Performance forms?

Note: There are 3 correct answers to this question.

- A. Data from Comments on Performance forms
- B. Data from Get Feedback
- C. Data from Comments on Development Goals
- D. Data from Ask for Feedback
- E. Data from Continuous Feedback

Answer: A,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

AI-Assisted Insights in Performance forms leverage specific feedback data sources to generate actionable insights. According to the SAP SuccessFactors documentation, the supported sources include:

- * Comments on Performance forms: Textual comments provided in performance forms.
- * Continuous Feedback: Feedback collected through the Continuous Performance Management (CPM) module.
- * Ask for Feedback: Feedback collected via the Ask for Feedback feature.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "AI-Assisted Insights can be generated from feedback data sourced from Comments on Performance forms, Continuous Feedback in the CPM module, and responses collected via the Ask for Feedback feature. These sources provide rich textual data for AI analysis to produce meaningful insights." Explanation of Options:

- * A. Correct: Comments on Performance forms are a valid source for AI-Assisted Insights.
- * B. Correct: Continuous Feedback is supported for AI analysis.
- * C. Correct: Ask for Feedback responses are included as a data source.
- * D. Incorrect: Comments on Development Goals are not explicitly supported for AI-Assisted Insights.
- * E. Incorrect: "Get Feedback" is not a recognized feature in SAP SuccessFactors for AI-Assisted Insights.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection: "Supported Data Sources" (Q3 2025).

NEW QUESTION # 14

What happens when you define a Calibration Session owner during the session setup?

- A. The owner can view their calibration data on the Executive Review tab.
- B. The session creator can assign only one owner.
- C. The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.
- D. The owner can define export permissions for the session.

Answer: C

NEW QUESTION # 15

Where can you add and update translations for section name and description in a 360 Review form? Note: There are 2 correct answers to this question.

- A. In Manage Form Label Translations, by adding the Translations in a CSV file
- B. In the XML template, by referencing the msgkey
- C. In Manage Templates, by adding the msgkey
- D. In Manage Languages, by adding the Translations

Answer: A,B

NEW QUESTION # 16

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

- A. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- B. Categories can always be removed if the user has permissions to edit the section.
- C. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- D. Custom roles CANNOT be included as participants.

Answer: A,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Rater section in performance forms:

- * Pre-populates based on relationships: The participant list is automatically filled based on roles like manager or peer.

* Supports warning/error messages: Messages can be configured for participant count limits.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Rater section pre-populates participants based on their role relationship to the employee (e.g., manager, peer). Administrators can define warning or error messages if the number of participants exceeds or does not meet the configured limits." Explanation of Options:

* A. Incorrect: Categories cannot always be removed; it depends on configuration and permissions.

* B. Correct: The list pre-populates based on role relationships.

* C. Incorrect: Custom roles can be included as participants.

* D. Correct: Warning/error messages can be defined for participant counts.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rater Section Configuration," Subsection: "Participant Management" (Q3 2025).

NEW QUESTION # 17

Which of the following apply to the Rater section? Note: There are 2 correct answers to this question.

- A. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- B. Categories can always be removed if the user has permissions to edit the section.
- C. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- D. Custom roles CANNOT be included as participants.

Answer: A,C

NEW QUESTION # 18

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