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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"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## **SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q54-Q59):**

### **NEW QUESTION # 54**

Which of the following action permissions are supported in the latest version of Goal Management and can be configured in the goal plan template?

Note: There are 3 correct answers to this question.

- A. cascade-align
- B. launch-assessment-form
- C. import-goal
- D. change-state
- E. private-access

**Answer: A,D,E**

### **NEW QUESTION # 55**

Your customer wants to change the Status that should determine whether a goal is completed and update the logic for existing engagement cards on the Home Page. Which steps do you need to take in Manage Templates to achieve this requirement?

Note: There are 2 correct answers to this question.

- A. Set the new status as the default field value to achieve the goal.
- B. Select the Convert button once you set the new status to achieve the goal.
- C. Select the Refresh button once you set the new status to achieve the goal.
- D. Set the new status to trigger goal completion.

**Answer: C,D**

### NEW QUESTION # 56

You are configuring hidden-threshold="2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters?

Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.
- B. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
- C. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- D. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.

**Answer: B,D**

### NEW QUESTION # 57

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. Define the role of other people on the team
- D. Add or remove contributors to a key result

**Answer: A,B**

### NEW QUESTION # 58

What can you do in Form Template Settings? Note: There are 2 correct answers to this question.

- A. Upload an XML file in order to update an existing template.
- B. Delete a template.
- C. Download the latest XML file of a template.
- D. Upload an XML file in order to create a new template.

**Answer: C,D**

### NEW QUESTION # 59

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