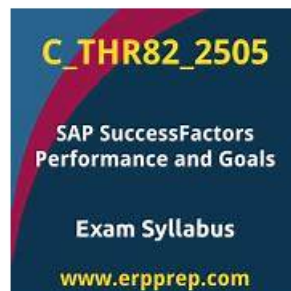


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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q74-Q79):

NEW QUESTION # 74

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box.

Which of the following fields should you consider when defining field permissions for this section?

Note: There are 2 correct answers to this question.

- A. subject-item-rating
- B. item-rating
- C. item-cmt-rating
- D. user-item-cmt-rating

Answer: B,C

NEW QUESTION # 75

In which of the following areas can users Generate AI Insights from the Detailed 360 Report?

Note: There are 2 correct answers to this question.

- A. Hidden Strength and Blind Spot view
- B. Graphical Summary view
- C. Gap Analysis view
- D. View All Comments link

Answer: B,D

NEW QUESTION # 76

Which of the following is a requirement to populate skill ratings from a Performance form into Growth Portfolio?

- A. Set Rating History Type as Performance
- B. Associate attributes with a Proficiency form template
- C. Enable and permission the Skill Profile block
- D. Categorize Skills with the Critical tag

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To populate skill ratings from a Performance form into the Growth Portfolio, the Skill Profile block must be enabled and permissioned appropriately to allow the transfer of ratings.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Growth Portfolio Guide (Q3 2025): "To enable skill ratings from Performance forms to populate in the Growth Portfolio, administrators must enable the Skill Profile block and grant appropriate permissions to ensure ratings are visible and transferable." Explanation of Options:

- * A. Incorrect: Categorizing skills with the Critical tag is not a requirement for populating ratings.
- * B. Incorrect: Associating attributes with a Proficiency form template is not relevant to this process.
- * C. Correct: Enabling and permissioning the Skill Profile block is required.
- * D. Incorrect: Setting Rating History Type as Performance is not a specific requirement for this integration.

Reference:

SAP SuccessFactors Growth Portfolio Guide, Section: "Skill Ratings Integration," Subsection: "Configuration Requirements" (Q3 2025).

NEW QUESTION # 77

Which options are available in Form Template Settings to change in-progress forms? Note: There are 2 correct answers to this question.

- A. Enable form routing to previous step
- B. Disable Delete button
- C. Hide numeric rating values (only show text labels)
- D. Enable Delete button

Answer: B,D

NEW QUESTION # 78

Where can you add and update translations for the section name and description in a 360 Review form?

Note: There are 2 correct answers to this question.

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

Answer: B,C

NEW QUESTION # 79

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