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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"> 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"> 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 3	<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 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"> • 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 (Q11-Q16):

NEW QUESTION # 11

What attribute do you insert at the beginning of each label tag to make translations active for that label in the form XML?

- A. messagekey=
- B. messageKey=
- C. msgKey=
- D. msgkey=

Answer: C

NEW QUESTION # 12

You are calibrating overall ratings using performance as data source. What are some of the requirements for the Calibration Session to be successfully validated?

Note: There are 3 correct answers to this question.

- A. All the subjects' review forms must be at the calibration step in the route map.
- B. The location of the Calibration Session must be specified.
- C. The subject(s) of the Calibration Session must be defined.
- D. The Calibration Session planned activation date must be defined.
- E. The calibration template to be used in the Calibration Session must be specified.

Answer: A,C,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

For a Calibration Session using performance as the data source to be successfully validated:

- * Subjects defined: The employees to be calibrated must be specified.
- * Calibration template specified: The template defines the calibration criteria.
- * Forms at calibration step: All subjects' forms must be at the calibration step in the route map.

Extract from SAP SuccessFactors Documentation:

- * SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "To validate a Calibration Session with performance as the data

source, define the subjects, specify the calibration template, and ensure all subjects' review forms are at the calibration step in the route map." Explanation of Options:

- * A. Correct: Subjects must be defined.
- * B. Incorrect: Location is not a mandatory requirement for validation.
- * C. Incorrect: Planned activation date is not required for validation.
- * D. Correct: The calibration template must be specified.
- * E. Correct: Forms must be at the calibration step.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Session Validation," Subsection: "Requirements" (Q3 2025).

NEW QUESTION # 13

Which of the following are unique Edit Form Attributes options in 360 Reviews? Note: There are 2 correct answers to this question.

- A. Show section weights
- B. Recall enabled
- C. Enable Development Plan Integration
- D. Lock down section weights

Answer: B,C

NEW QUESTION # 14

How can you set up rating scales in your performance form template? Note: There are 2 correct answers to this question.

- A. You can change the rating scale on live forms.
- B. You can set a rating scale in a custom section.
- C. You can assign more than one rating scale to your ratable sections.
- D. You can set a main rating scale from General Settings.

Answer: C,D

NEW QUESTION # 15

Which of the following are available rating styles in the latest experience of Performance Management forms?

Note: There are 3 correct answers to this question.

- A. Stars
- B. Dropdown
- C. Slider
- D. Radio
- E. Circle

Answer: A,B,C

NEW QUESTION # 16

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