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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"> • 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 2	<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 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"> • 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 5	<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 6	<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 7	<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 8	<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 9	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q35-Q40):

NEW QUESTION # 35

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.
- B. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.
- C. Define the Section Comments field as a required field for the role providing the final rating (like EM).
- **D. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).**

Answer: D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To ensure a performance form has a rating of record in the Summary section with manual rating enabled, the best practice is to define the Manual Overall Rating as a required field for the role providing the final rating (e.g., EM - Employee's Manager).

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To ensure a rating of record in the Summary section with manual rating enabled, define the Manual Overall Rating field as required for the role providing the final rating, such as the Employee's Manager (EM), to enforce rating completion." Explanation of Options:

* A. Incorrect: "Allow Override Unrated" does not ensure a rating of record; it allows bypassing unrated sections.

* B. Incorrect: Requiring the Section Comments field does not ensure a rating is provided.

* C. Correct: Requiring the Manual Overall Rating field ensures a rating of record.

* D. Incorrect: Enforce Maximum Overall Score (EMOS) sets score limits, not a requirement for rating completion.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Summary Section Configuration," Subsection: "Rating of Record Best Practices" (Q3 2025).

NEW QUESTION # 36

Which of the following are possible for the manager-initiated Calibration Sessions? Note: There are 2 correct answers to this question.

- A. The templates available to managers can be restricted from role-based permissions.
- B. Direct reports can be added as participants or subjects.
- C. Default facilitator(s) CANNOT be changed.
- D. Calibration views can be modified by managers.

Answer: A,B

NEW QUESTION # 37

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

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

Answer: A

NEW QUESTION # 38

Where can you associate a route map with a performance form template? Note: There are 2 correct answers to this question.

- A. Manage Templates > General Settings > Advanced Settings
- B. Manage Templates > General Settings > Show advanced options
- C. Manage Route Maps > Related Templates
- D. Manage Templates > General Settings

Answer: A,D

NEW QUESTION # 39

Where can you disable the external e-mail address option to collect feedback related to the Ask For Feedback functionality?

- A. In the form template XML with a specific tag
- B. In Form Template Settings
- C. In Performance Management Feature Settings
- D. In Provisioning Company Settings

Answer: B

